

July-August 2003

State

Magazine



Foreign Affairs Day
Recognition and Reunion

English language students in Rangoon enjoy a field day.



In our next issue: A Field Day Learning English

State

Magazine

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Photo courtesy of the U.S. Embassy in Panama

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Photo courtesy of the U.S. Embassy in Sofia

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On the Cover

On Foreign Affairs Day, Secretary Powell lays a wreath at the plaque honoring six employees who died in service abroad.

Photo by Paul Koscak

FROM THE SECRETARY

SECRETARY COLIN L. POWELL



State and USAID Forge Joint Strategy

The State Department and the U.S. Agency for International Development have one and the same mission: to help shape a more secure, democratic and prosperous world for the benefit of the American people and the international community. American diplomacy and development assistance are powerful forces for political and economic freedom across the globe. If we are to effectively carry out our shared mission, State and USAID must identify common goals and coordinate efforts to achieve them.

That's exactly what our new FY 2004 to 2009 Strategic Plan will help us do. For the first time, State and USAID have produced a joint plan. It will ensure that diplomatic efforts and development programs are fully aligned to advance President Bush's National Security Strategy. The plan will also ensure that State's and USAID's activities reinforce one another and that resources match policy priorities. Our combined strengths will center on four strategic objectives: achieving peace and security, advancing sustainable development and global interests, promoting international understanding and strengthening diplomatic and program capabilities.

I asked Deputy Secretary Armitage and USAID Administrator Natsios to lead our congressionally mandated strategic planning effort. State's Bureau of Resource Management and Policy Planning Staff and USAID's Bureau for Policy and Program Coordination brainstormed the best approach to take in drafting the planning document. They solicited contributions from other bureaus, consulted with ambassadors and mission directors in the field and reached out to former diplomats and development experts, leaders of other agencies and the private sector. By the end of June, State and USAID had blessed the strategic plan. Soon, we will send it to the White House and Congress.

How, exactly, will our plan help State and USAID work together? The very process of developing a joint strategy has forged new working habits that will make us more nimble and accountable. In accordance with the plan, we will, for example, collaborate on human resources programs and install state-of-the-art technology. We will combine financial systems, blend technology support services and better integrate annual performance planning.

The plan also will help us do what Deputy Secretary Armitage calls "looking around the corner" to anticipate what's about to hit our windshield and identify the resources we need to move forward.

For State and USAID employees at headquarters and worldwide, the strategic plan will be an invaluable, accessible, one-stop shop of information about our priorities, policies and programs. Everything each of you does should be influenced by our plan. Tether your initiatives and budgets to it. Refer to it often. I know that I will and so will Deputy Secretary Armitage and Administrator Natsios. Remember, it is meant to be a downloaded, dog-eared document, not a doorstop.

With a copy of the strategic plan at your fingertips, you will have the best guide in decades for how State and USAID are working together to build a safer, freer and better world. ■

LETTERS TO THE EDITOR

What Price Security?

I would never want to see another disaster like the embassy bombings in East Africa in 1998. However, how proud should we be that "High Security Defines New Embassies in East Africa"? The article in the May issue notes that "the building is protected by a moat and fitted with steel doors." Sounds more like a medieval castle than a modern embassy for a country that holds itself up to be the world's leading open democracy. Is this something to be proud or ashamed of? Does it represent progress or a truly horrible failure of foreign policy? If it simply reflects the state of a more dangerous world, what responsibility, if any, do we bear? And how do we get out of this mess?

I'd rather see *State Magazine* headlines address these issues.

Tom Moore
U.S. Embassy
Mexico



'Puff Piece'

The nice thing about having tunnel vision is that it spares the observer from having to focus on the big picture. Your recent "puff piece" in the April issue on coca eradication in Colombia makes no reference to the resurgence of coca cultivation in Bolivia and Peru.

As for the DEA statistics on cocaine busts, I long ago concluded that U.S. government figures on "progress in the war on drugs" are about as meaningful as the Pentagon's "body counts" during the Vietnam War. We all know how that war turned out.

Ralph W. Richardson
Retired FSO
Venice, Fla.

'On Cloud Nine'

I want to thank you for the wonderful article in the April issue about my donating art to my hometown. I really appreciated it, as did my family and friends.

I spent three days in May in Iowa Falls for the grand opening of the new Carnegie Ellsworth Building. When I saw my artwork hanging there, I almost cried. It looks so different in a museum setting.

May 3 was the big day. I received an honorary Doctorate of Fine Arts at the college commencement. I hadn't worn a cap and gown since my high school graduation in 1944. That afternoon, I cut the ribbon dedicating the collection and the mayor presented me with the first ever key to the city.

My family was there to enjoy everything and several friends traveled great distances to be present.

I am still walking on cloud nine.

Pat Clark
Retired FSO
WAE, U.S. Consulate General
Frankfurt

Corrections

In our June article on a Baltic summit held in Helsinki, we misspelled the name of the president of Latvia, Vaira Vike-Freiberga. We sincerely regret the error.

The photo caption on page 15 in the May issue should read: In Dhaka, Abdul Moyeen Kahn, Bangladesh minister of Science and Information and Communication Technology, exchanges copies of the bilateral science and technology agreement with Christina Rocca, assistant secretary for South Asian Affairs.

From the Editor

Homecomings are always special. And this year's Foreign Affairs Day was no exception. More than 500 Department alumni arrived from across town and across the country to renew friendships and familiarity with issues driving foreign policy. To be sure, Secretary Powell's active involvement has increased interest and participation in the annual event. Coverage begins on page 22.

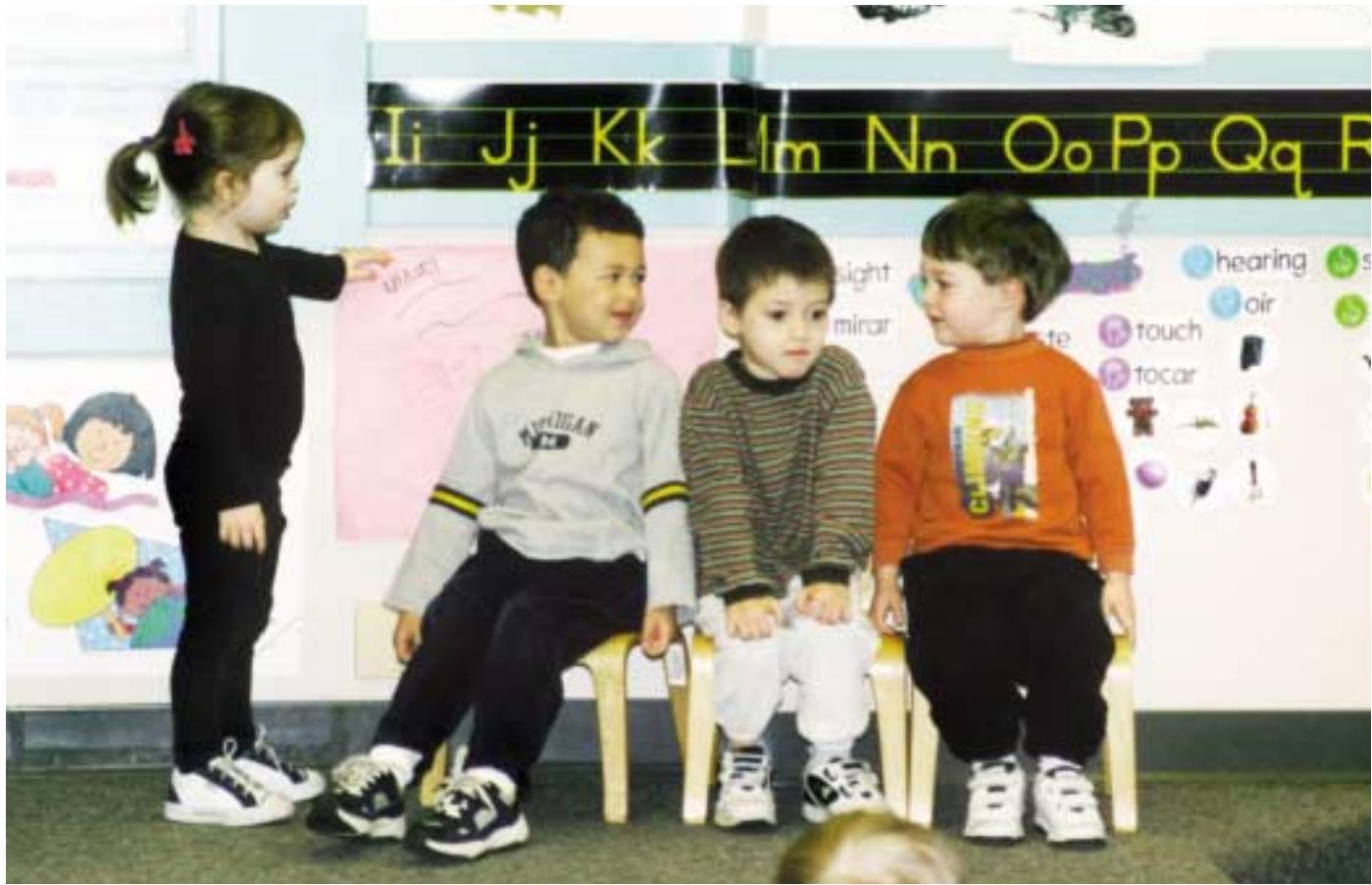
The recent war in Iraq brought back memories for two employees

of an event shortly before the war between Iran and Iraq. After being stopped en route to Baghdad in the middle of the night, the diplomats were separated, interrogated and accused of being spies by Iraqi authorities. To learn their fate, see page 18.

While cargo ships ply the Panama Canal constantly, dugout-style canoes are a rarity—except during the annual Ocean-to-Ocean Cayuco Race. Begun more than a half century ago, the boat race is

unique and attracts more than 200 participants—including U.S. embassy staff. Turn to page 32.

Memorial Day was observed across the nation, but the day held special meaning for some 20 consul employees in south China who honored an early diplomat at a restored island gravesite in the Pearl River. Details start on page 38.



Summer Camp Beckons Kids

Diplotots Child Development Center offers an all-day summer camp for children ages 5-10 now through August 28.

While the camp is available on a drop-in basis, especially for children of Foreign Service families returning from overseas, parents are encouraged to call in advance about available slots.

Camp highlights include field trips to the National Zoo, National Aquarium, Capital Children's Museum, a bowling alley, Wolf Trap Farm Park and other special events. The fee is \$372 per session or \$186 per week. Each two-week session offers different activities and includes meals. German and Spanish language classes and gymnastics are also available.

For further information, contact Director Carol Reynolds or Assistant Director Christina Smith at (202) 663-3555 or by e-mail at eccdiplotots@yahoo.com.



Photo by Joe Burke

Ducks and Diplomacy

Meg Ravnhol-Hankin from the Bureau of Administration escorts the Department's own mother duck and her 13 ducklings from the Harry S Truman Building to the Reflecting Pool. The ducklings hatched in a 23rd Street planter before the President and 600 guests arrived for a signing ceremony.

Department Opens 2 New Training Centers in Florida

Two new Department of State training facilities were recently inaugurated in Ft. Lauderdale.

The ribbons were cut May 13 opening the Florida Regional Center Training Center and the Regional Information Management Center Training Center.

Katherine Peterson, director of the Foreign Service Institute, participated in both ribbon cuttings.

"Our worldwide programs include expanded training opportunities for foreign affairs professionals from all cones and sectors," she said.

The successful completion of the centers, she added, resulted from "an effective and strategic partnership" among the Bureaus of Information Resource Management and Western Hemisphere Affairs, the School of Applied Information Technology and the Regional Information Management Training Center.

The FSI director said the centers were a tribute to inter-bureau cooperation and would provide first-class instruction for many years.

Roland Bullen, then deputy executive director of the Bureau of Western Hemisphere Affairs, said the opening of the FRC Training Center would provide administrative and specialized training, including seminars and

other regional meeting requirements that further enhance WHA's mission of top-quality training within the region.

The RIMC training center features a unique instructional layout with a large U-shaped wraparound-seating area where students receive the lecture portion of training. Against the wall, directly behind each student are matching computer stations that allow students to slide back and forth between lecture table and terminals as needed.

Both training centers feature large plasma instructional screens complete with multimedia devices and laptop connections for PowerPoint and other presentation media. Both are Inter/Intranet-capable and will be top candidates for interactive remote video training when available. The RIMC Training Center also includes a full seven-seat on-site testing center in an adjoining suite.

The FRC Training Center features wireless laptop computers in a more traditional training environment.

To schedule possible use of the new training centers please contact Rita Kijek, (954) 630-1123, for the Florida Regional Center Training Center, and Craig Specht, (954) 630-1212, for the RIMC Training Center.



Left, Katherine Peterson, director of the Foreign Service Institute, cuts the ribbon at the new FRC with Roland Bullen, then deputy executive director of the Bureau of Western Hemisphere Affairs; and, right, at the new RIMC with Robert Novak, center, dean of the School of Applied Information Technology at FSI, and Raymond Norris, director of the RIMC.

Photos by Tommy Winkles

Starting Up in East Timor

By Shari Villarosa

The Democratic Republic of Timor-Leste joined the United Nations last September as its 191st member. The United States had opened an embassy in Dili, the capital, the previous May when the country known as East Timor gained its full independence.

The first new nation of the millennium, East Timor begins its independence as one of the smallest and poorest nations in Asia. The U.S. effort to establish a new embassy pales in comparison to the decades-long struggle of the Timorese people to gain their independence.

Indonesia's invasion and eventual incorporation of the Portuguese colony cut short East Timor's nine-day effort at independence in 1975. Indonesia's investments in schools and other infrastructure failed to offset the brutality of foreign occupation. Following decades of armed struggle, 75 percent of Timorese voted in September 1999 for independence.

Indonesia did not go gently. Instead, the Indonesian military embarked on a month-long campaign of revenge—burning schools, houses and businesses and forcing 40 percent of the population into West Timor—already part of Indonesia. The Australians led a multinational force in October 1999 to stop the destruction and the United Nations began the slow process of reconstruction and training to prepare for East Timor's independence.

International peacekeeping forces and police ensured the restoration of law and order and eventual peace. Bilateral donors and international nongovernmental organizations assisted with the rebuilding of East Timor. By independence in May 2002, East Timor had gained some experience with democratic elections, holding one to select a constituent assembly and another to elect a president. East Timor faced severe shortages of experienced managers, however, to get the new nation up and running.

The small U.S. Embassy staff can identify with difficulties starting from the ground up. Dili currently has two Foreign Service officers, 23 Foreign Service National employees and one local-hire American. Three more Foreign Service officers are being recruited.

While the U.S. Agency for International Development was one of the first agencies to establish operations in

East Timor 12 years ago, U.S. diplomatic representation to the new East Timor only began in October 1999—a month after the referendum. By July 2000 there was a U.S. Representative Office. Operations were begun in a rebuilt house that was also home to one U.S. employee and a guard dog. Another house was leased and rehabilitated on a large site that will become the site of the new chancery and a separate ambassador's residence. Additional housing will be available for staff arriving later this year.

Housing and office space proved the least of U.S. issues. More serious problems arose from limited communications and the lack of administrative officers and local employees who traditionally keep embassies functioning. Communications are being upgrad-

ed to include connections to the Department's Intranet. The U.S. Embassy in Jakarta has provided administrative support despite its recent ordered departure.

Staff has begun hiring local employees from a large pool of applicants in a country with high unemployment. Despite the presence of security barriers prompted by increased threats from terrorists, aspiring applicants crowd the gates in search of jobs.

The people of East Timor are eagerly joining their American partners in building a new nation. ■

The author recently completed an assignment to Dili as chargé d'affaires.



Flag raising at the U.S. Embassy in East Timor.

Remembering the Holocaust

As the audience took their seats, the Dean Acheson Auditorium was filled with the strains of a memorial song recorded in Czechoslovakia in 1945. The scratchy "78" record lent realism to the Department's first Holocaust Memorial Program.

Holocaust survivors, resistance fighters, Jewish community leaders and some 200 high school students attended the April 29 program.

In his introductory remarks, Efraim Cohen of the Office of Civil Rights reminded the students that they had a special responsibility. "You have a central role in this program," he said. "We are relying on you to remember what you learn today and to pass that memory on to future generations as one more link in the unbroken chain of remembrance."

Storyteller and actress Lisa Lipkin presented a series of vignettes from her own childhood called "What My Mother Never Told Me...Stories of a Child of a Holocaust Survivor." She captivated the audience with her accounts, demonstrating that the Holocaust had a profound impact not only on those who suffered through that dark period of history, but on succeeding generations as well.

Under Secretary Marc Grossman noted the special relevance of this year's Holocaust remembrance theme—

"For Your Free-dom and Ours"—as Polish armed forces fought alongside British and American troops to liberate the people of Iraq. He expressed his pride in being part of a State Department committed to promoting human rights and tolerance around the world. "We have a commitment to defend those values not just for ourselves, but for others."

Barbara Spyridon Pope, assistant secretary for Civil Rights, read a poem by Jennie Adatto Tambulus titled "O My Brethren." The poem expresses the poet's sadness that her lost family of Greek Jews might be forgotten because the Holocaust "somehow is always associated only with the Jews of Eastern Europe." Ms. Pope read the poem in English, and Moisés Behar of the Office of Civil Rights read it in the original Ladino, a language developed by Jews

who settled in Greece, Turkey and the Balkans after being expelled from Spain in 1492.

The program was sponsored by the Office of Civil Rights, the Office of Holocaust Issues, the Office of International Religious Freedom, the Secretary's Open Forum and the Foreign Affairs Recreation Association's State of the Arts.



Photo by Ann Thomas

Lisa Lipkin, the daughter of a Holocaust survivor, performs stories from her childhood.

AMBASSADOR RUTH A. DAVIS

We Have Accomplished Much Together

I came to this job a little over two years ago now—admittedly a little wary of leaving my beloved Foreign Service Institute—and what a difference those years have made. For now I find myself wary of leaving Human Resources. But such is life in the Foreign Service.

One of my goals as director general has been to make our work force more reflective of America's diversity. So to that end, I am leaving my assignment as director general this summer to help develop the Rangel International Affairs Program at Howard University—a program designed to interest more minorities in international affairs.

As I reflect on the accomplishments of my dedicated HR colleagues, I feel good about the path we are on and the state of affairs in the Department's personnel world.

Implementing the Secretary's Diplomatic Readiness Initiative has been the cornerstone of my tenure. The progress we have made so far, with the Secretary's unwavering commitment, has been phenomenal. By the end of DRI's three years in 2004, the Department will have experienced the greatest expansion of its work force in my professional life. The hundreds of DRI hires already working in the United States and abroad are impacting morale and performance positively.

We have also vastly expanded interest in the State Department as a career. 20,335 people took the Foreign Service Written Exam last April—a historic high. Minorities taking the test numbered 6,234—or 31 percent.

Diplomatic Readiness is much more than hiring additional people. It means:

Putting the right people in the right place at the right time. We are doing a much better job filling hardship posts earlier in the bidding season. We have strengthened the process to make sure we make the right decisions regarding tenure.

More training and development. We have instituted mandatory leadership training—from junior officer to ambassador. FSI's new leadership and management classes are getting great reviews and we expect to have the target population—more than 7,000 people—trained by 2006. New junior officers are receiving more language training so they can do their jobs more effectively. We



piloted and then launched Department-wide a new Civil Service mentoring program that is getting excellent reviews.

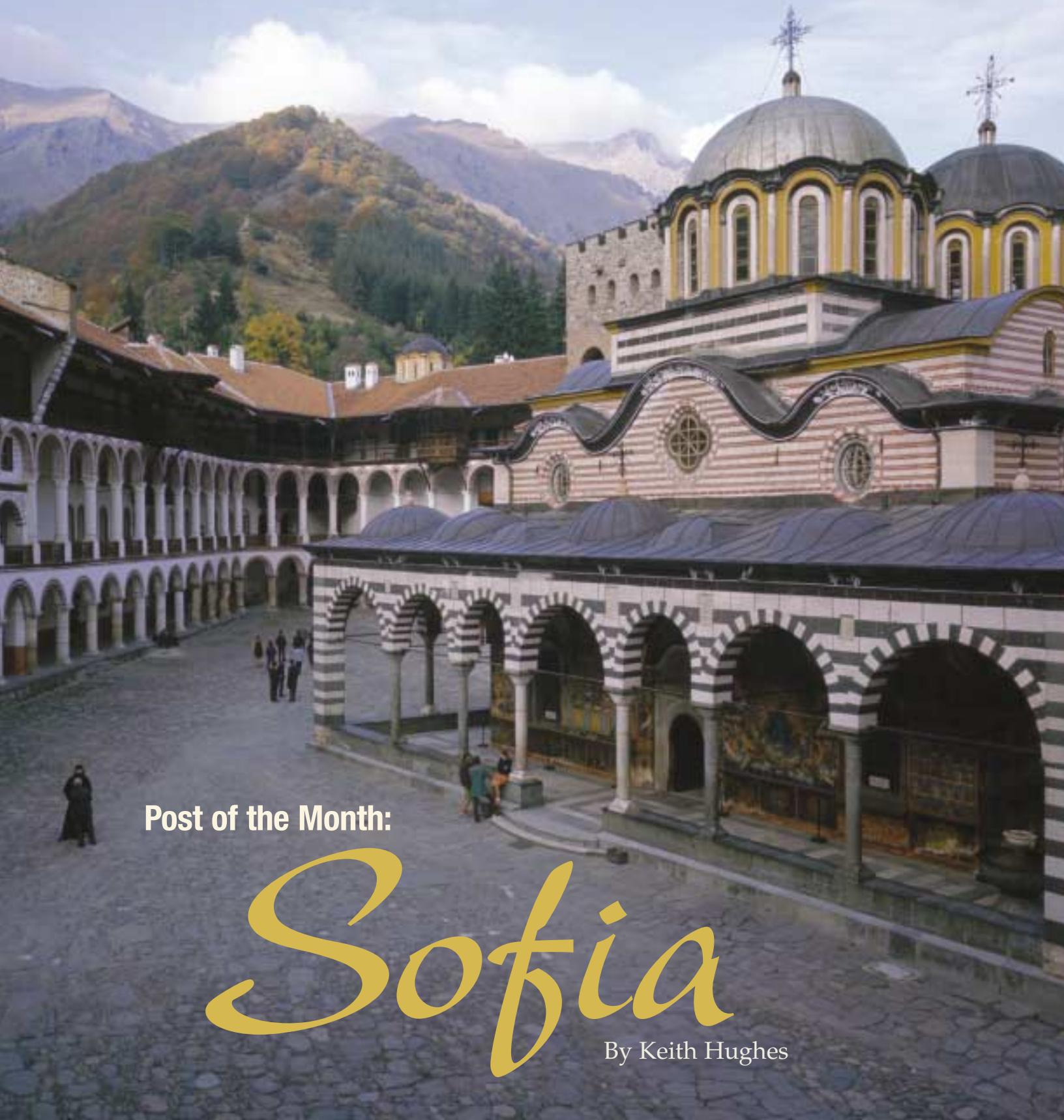
Making the Department a better employer. We have implemented a student loan repayment program going into its second year with 1,000 loan repayments on behalf of eligible Civil Service and Foreign Service employees. The Spousal Network Assistance Program has just expanded to include Geneva, Frankfurt, Almaty, Santiago, Budapest, Berlin, San Jose and Pretoria with all the consulates in South Africa, bringing the total number of participating posts to 16.

Supporting Foreign Service National employees. I am especially pleased that we have established the FSN Defined Contribution Retirement Plan in those countries where the retirement system is inadequate. When fully implemented, FSNs in some 30 countries will benefit from this retirement system.

Linking people to resources. We have completely re-engineered our work force planning process, grounding it in objective data using cutting-edge tools such as the domestic staffing model. This effort not only implements requirements of the President's Management Agenda, the Administration's effort to improve the way government functions; it also gives us a firm foundation to justify our requests to Congress for resources.

Community Service. Finally, I am especially proud that the core precepts for promotion in the Foreign Service were amended to recognize community service. I am a strong advocate of recognizing employees who help make this Department a better place to work—through mentoring, recruiting or serving on promotion and examining panels. And so it is in that spirit that I will be starting a new chapter of my career focusing on attracting more minorities to the Department of State.

It has been a distinct honor serving the Secretary and the President as director general of the Foreign Service and director of Human Resources. It has been a pleasure working with the management team led by Under Secretary Green as well as with all the individuals who are committed to improving the way the Department takes care of its people. I look forward to continuing to work with all of you in my future assignments. ■



Post of the Month:

Sofia

By Keith Hughes

Bulgaria is an ancient country transitioning from a totalitarian state to a free and democratic society on the cusp of full NATO membership. Hampered for many years by memories from its pro-Soviet past, Bulgaria's image is rapidly changing after its aggressive pursuit of NATO and EU memberships and its prominent participation in the recent coalition against Saddam Hussein.

Bulgaria's land and culture are rich with treasures from its history. Great powers and civilizations have come and gone: Macedonia, Greece, Rome, Byzantium, the Ottoman Empire and the Soviet Union. Thracians left tombs from antiquity filled with masterworks of gold. Rome left unparalleled engineering marvels. Byzantium left

European pressure to break ranks. Bulgaria has also hosted two U.S. Air Force deployments in the past 18 months in the Black Sea port city of Bourgas to support Operations Enduring Freedom and Iraqi Freedom. The nation is also providing troops to peacekeeping operations in Afghanistan, Bosnia and Kosovo. A onetime staunch Warsaw Pact member, Bulgaria has undertaken the difficult and sometimes painful task of transforming itself into a nation aligned with Western values, seeking earnestly to integrate with the rest of Europe and NATO.

The current U.S. Mission in Sofia numbers almost 400 U.S. and Bulgarian employees. It supports Bulgaria's policy of integration and provides assistance through most

Photos courtesy of the U.S. Embassy in Sofia



A CLO-organized shopping trip for carpets in the Bulgarian countryside.

the mystery of Orthodox Christianity and the Ottomans left their exotic mark on Bulgarian architecture, language and cuisine. The currents of history continue to have an impact on the nation today.

More recently, Bulgaria has been one of America's closest allies, standing shoulder-to-shoulder with the United States in the U.N. Security Council despite heavy

of the dozen agencies working in the mission. The U.S. Agency for International Development, for example, promotes grass-roots democracy, judicial reform and a market economy. The U.S. Commercial Service advances U.S. investment and trade. The Department of Justice, through the resident legal adviser, is fighting corruption and reforming the judicial system.





The nation's links with the West were confirmed last May when Pope John Paul II visited Sofia and NATO's parliamentary assembly held its biannual conference there. While Bulgaria's institutions and systems are influenced by its ancient heritage, it is clearly remaking itself into a modern European nation.

BELOW: Mike Seidenstricker, public affairs officer, discusses Secretary Powell's visit last May with FSNs Raissa Yordanova and Mlada Todorova.



*ABOVE: Secretary Powell speaks to U.S. Embassy families.
LEFT: A typical ski run on Mt. Vitosha.*

Bulgaria stood at a historical crossroads more than a decade ago when the communist party leadership overthrew the communist dictatorship of Todor Zhivkov. The road Bulgaria chose was not easy and in the past 10 years the country has struggled. Despite this, Bulgaria is now recognised as an engine of stability in Southeast Europe.

The U.S. Mission in Sofia currently occupies 10 aging and vulnerable buildings throughout the city. To remedy this situation, ground was broken in June 2002 to make way for a new chancery building. The new facility will help the mission in Sofia nurture a strong bilateral relationship with Bulgaria more efficiently and effectively.



*TOP: An artist's rendering of the new U.S. Embassy in Sofia.
ABOVE: Officials break ground for the new chancery scheduled for occupancy in August 2004.*

The project will also be the first U.S.-constructed building in Bulgaria.

The new mission compound will occupy nearly 10 acres and have a state-of-the-art perimeter security system. The chancery will occupy 136,000 square feet and will include a warehouse and housing for Marines. The new office building is expected to be completed in August 2004. It represents a significant financial investment that will yield benefits for the local economy. During construction, approximately 350 local workers

will be employed and construction materials such as concrete, steel and gravel will be purchased locally.

Meanwhile, Bulgaria was officially invited to join NATO during the Prague Summit last November and the United States Senate voted 90 to 0 to ratify its accession into the organization this past May. The mission will continue to work with Bulgaria to finalize the remaining aspects of the accession process.

Militarily, Bulgaria has proved that it stands with the United States in the struggle against terrorism and weapons of mass destruction. Shortly after Operation Iraqi Freedom began, Bulgaria provided flyover rights to U.S. military planes operating in the region. In addition, Sarafovo airport in Bourgas was used for refueling operations over the Black Sea—Involving six KC-10 tankers and more than 300 U.S. military personnel.

To educate Bulgarian journalists covering NATO issues, the public affairs section sponsored journalists to Brussels for tours and briefings at NATO and SHAPE, created a lecture series with a local nongovernmental organization and arranged digital video conferences with State Department officials.

Grappling with NATO accession issues, promoting trade, crafting programs to help Bulgaria fight corruption and building a new chancery would seem to command employees' total attention, but there is some time for leisure. To help with the transition is the mission's Community Liaison Office. The CLO offers newcomers a more relaxed view of life in Sofia and acquaints them

with the quality academics at the American College of Sofia and the Anglo-American School.

The number and variety of restaurants is mushrooming in Sofia and prices have remained reasonable by Western standards. Bulgaria boasts some of the freshest and highest-quality fruits and vegetables in the region. Nestled in the valley between Vitosha Mountain and the Balkan range, Sofia is a short drive from several renowned sites of stunning beauty and historical significance. Rila Monastery, for example, embodies the rich heritage of Orthodox Christianity while the Boyana Church harbors rare frescoes of unsurpassed power and charm.

The Balkan winter and the nearby mountains make Bulgaria a skier's heaven, while in the summer the mountains are an inviting place to hike or picnic. Tour groups offer everything from sightseeing excursions to long journeys on horseback to extreme sports. While not always up to Western standards, a stop at one of the



A group ski outing on Mt. Vitosha, only 20 minutes from the city center.

many hot spring resorts that dot the country will be rewarding. Of course, every Bulgarian will wax eloquent about the wonders of the Black Sea coast and no trip to

Bulgaria is truly complete without a pilgrimage there. What's more, Turkey and Greece are within a day's drive of Sofia. Turkey offers all the exotic enticements of the Orient and Greece will host next summer's Olympics.

Bulgaria offers the best of two worlds for a diplomat. Politically and economically the challenges Bulgaria

faces and has set for itself guarantee that work here for Foreign Service officers will be challenging and rewarding. Since the country is stable and has been throughout the years of troubles that have beset the Balkans, the quality of life and the opportunities to explore the country are abundant. ■

The author, currently a student at FSI, is a former public diplomacy officer in Sofia.

A Century-Old Relationship

While there have been peaks and valleys in U.S.-Bulgarian relations over the last century, the U.S. Embassy in Bulgaria is proud to celebrate the 100-year anniversary of diplomatic relations between our two countries this year. Secretary Powell affirmed during his May visit to Sofia that ties between the two countries have never been better. A new invitee to NATO and a staunch U.S. supporter on the U.N. Security Council and in the Global War on Terrorism, Bulgaria has emerged as one of the region's closest U.S. allies.

On Sept. 19, 1903, a court carriage drawn by four horses and led by a cavalry escort delivered John B. Jackson, the first U.S. envoy to Bulgaria, to the National Palace in the center of Sofia. Mr. Jackson's presentation of credentials to Prince Ferdinand, the grandfather of Bulgaria's democratically elected prime minister, launched a sometimes turbulent

relationship that has seen diplomatic intrigue, periodic hostility and, since the collapse of communism in 1989, a close partnership based on shared values.

The Secretary's visit to Sofia officially kicked off anniversary celebrations that will span several months, culminating in an intense series of events on and around the Sept. 19 centennial date. The highlight of the Secretary's stay in Sofia was a major public rally in Battenberg Square in front of the palace where Mr. Jackson first presented his credentials. Addressing a crowd of 5,000 cheering Bulgarian citizens, senior government officials and foreign diplomats, Secretary Powell pointed to the two enormous Bulgarian and American flags dominating the square and declared, "I hope that our two countries will always be as close as these two beautiful flags are today." John E. Johnson

Office of the Month: INTERNATIONAL HEALTH AFFAIRS



Photos by Paul Koscak

The Office of International Health Affairs meets, from left: Doris Smoot, Bill Dilday, Sara Allinder, Damon Woods, Tom Gallagher, Gwen Beatty, Bob Blair, Corina Gardner, Judith Kaufmann and Ted Nist.

New Group Focuses on Health as Foreign Policy

By Sara Allinder

A traveler visiting a foreign country becomes sick. The condition worsens and local doctors are baffled. The person is evacuated for care in a neighboring

country. Still, no improvement. What's more, medical staff providing care are now gravely ill. Soon, the unknown disease is Page One news worldwide.

Unfortunately, this is reality in the fight against infectious diseases. Look at the latest outbreaks of

Severe Acute Respiratory Syndrome (SARS) or West Nile virus to understand that to combat such scourges you need a swift, coordinated response.

In a world tightly linked by air, sea and land transportation, containing—let alone curing—disease is a

Health affects national, economic, political and social security in every country, according to a 2002 National Intelligence Council report.

"New and reemerging infectious diseases will pose a rising global threat and will complicate U.S.



Bob Blair, left, and Damon Woods coordinate details.



Gwen Beatty processes information.

tough call. Even a largely preventable disease such as HIV/AIDS has infected 65 million people worldwide and killed 23 million since the start of the epidemic. Other diseases such as tuberculosis and malaria, once eradicated in the United States, spread rapidly in today's mobile world, where some strains become drug resistant and are difficult to treat.

Realizing disease not only kills but can destabilize entire nations, the State Department in 2001 formed the Office of International Health Affairs.

Located in the Bureau of Oceans and International Environmental and Scientific Affairs, the office acts as a clearinghouse that organizes teams to combat disease and promote health awareness anywhere in the world. Whenever a new malady threatens, its small staff stands ready to bring together the right people and resources from any number of private or government agencies. The office maintains close ties with the White House, the U.S. Agency for International Development, the Departments of Health and Human Services, Labor, Defense and Homeland Security as well as numerous technical agencies and foreign governments.

The office carries out the commitment by the President and Secretary Powell to advance international health and to view health as a foreign policy issue.

and global security over the next 20 years," the report warns.

The report also states that "these diseases will endanger U.S. citizens at home and abroad, threaten U.S. armed forces deployed overseas and exacerbate social and political instability in key countries and regions where the United States has interests."

Combating HIV/AIDS is high on the staff's agenda. As soon as the office was formed, for example, it organized a negotiating team to establish a global fund to fight AIDS, tuberculosis and malaria—all within four months. News of the fund attracted \$3.3 billion in worldwide pledges from individuals, foundations, corporations and governments, including \$1.65 billion from the United States. Of the total fund, \$1.5 billion is committed to projects in nearly 100 countries.

Last December, the office planned and managed the Department's participation in World AIDS Day, hosted by Secretary Powell and Health and Human Services Secretary Tommy Thompson.

Health security, including bioterrorism, is among other issues confronting the office. ■



The author is an officer in the Office of International Health Affairs.

Brother Ambassadors Are a Rare Combination

By Paul Koscak

Sometimes the State Department is a family affair. Husbands and wives are posted together. Parents with longevity soon find their children joining the ranks. Scroll through the global directory and you'll find more matching names than you can count.

But the Ambassador Brothers, John and Larry Dinger, share a unique spot among family employees: They're believed to be the first career officer brother ambassadors.

John, 50, has been the ambassador to Mongolia since October 2000. Larry, 56, was sworn in as ambassador to the Federated States of Micronesia in December 2001.

The brothers grew up in middle America—Riceville, Iowa—but their careers have been anything but middle-of-the-road.

John said he entered the Foreign Service "by chance."

"I didn't know what it was," he recalls, when his faculty adviser at the University of Northern Iowa suggested a Foreign Service career. "It sounded like fun."

He was right.

John has logged 8,000 miles traveling the rugged Mongolian outback. His ambitious journey has taken him to all 21 provinces—twice. In doing his part to fight the war on terrorism, he's becoming as much a nomad as the natives he meets.

But that's nothing new in the Foreign Service. John has served as consul general at the U.S. Embassy in Tokyo and in Johannesburg, Rio de Janeiro and London.

Although many Americans might be challenged to locate Mongolia on a map, he said the country looks to America for support, guidance and example.

"That makes Mongolia a good place to build a prosperous, democratic and, above all, stable country," he said.

Working for the State Department tends to keep the brothers apart. In January, however, their roles brought them to Washington, D.C., for a chiefs-of-mission conference.

"Our guess is it was the first time we'd seen each other in five years," John recalled. "We then went together to Riceville for a family reunion."

If there's any disadvantage to having a sibling counterpart it's a tendency to talk shop, John said.

Larry followed a different route than his brother. He didn't join the Foreign Service until he was 36. After college, he served as a naval officer from 1968 to 1972, including a tour in Vietnam. He then earned his law degree from Harvard Law School. After that, he pursued politics, working on Arizona Representative Mo Udall's presidential campaign, then as a legislative assistant to Iowa Senator John Culver and, finally, as a candidate himself for the Iowa legislature.

Perhaps the inspiration to move from politician to diplomat came during a five-month backpacking trip through South America, when Larry visited his

brother, then vice consul in Rio de Janeiro.

"I enjoyed associating with his Foreign Service friends," Larry explained, "and the State Department had institutionalized for him the traveler's existence, something I very much enjoyed. I also realized I had never worked at any one job for longer than two or three years."

He and his then-girlfriend, a former high school classmate, both decided to take the Foreign Service test, agreeing that if one got in, the other would follow. Although they both passed, Larry got the offer. The couple married before heading to Washington and assignments to Mexico, Indonesia, Australia, Fiji and Nepal. After the couple had children, his wife decided not to pursue a Foreign Service career.



John and Larry Dinger at home in Riceville, Iowa.

Family photo

The duo's resemblance sometimes confuses employees who know both brothers, particularly in the Bureau of East Asian and Pacific Affairs.

"One senior EAP officer jokingly refers to us as 'the good Dinger and the evil Dinger,'" Larry said. "I think he alternates which is which depending on who is within earshot."

Like his brother, Larry is assigned to a nation many Americans might have difficulty finding on a map. The Federated States of Micronesia is a collection of more than 600 Pacific islands with strong American ties. After World War II, the United States became a U.N. trustee until Micronesia's independence in 1979.

Micronesia is one of the strongest supporters of U.S. policy at the United Nations. The United States provides for the island's defense and its troops serve in the U.S. military, most recently in Iraq.

The United States has invested heavily in Micronesia. Economic assistance during the past 17 years has totaled more than \$2 billion, including subsidies to five island governments, Larry explained. Its citizens can enter the United States freely and stay indefinitely. Domestic programs from 20 U.S. government agencies offer everything from educational grants, to housing loans to soil conservation.

Medical care is deficient, so evacuations are frequent—either to Hawaii or Guam. In an emergency, luck may determine the patient's destination on the daily commercial flight, Larry said.

It rains frequently in Micronesia. "I keep a rain gauge at my residence and monthly totals range from 8 inches to 39 inches," Larry added. "The rain, which totals about 200 inches per year, keeps vegetation lush and green and the air clean. And the sun shines a lot."

Experiencing the drama of other lifestyles and locations hasn't taken the country out of the brothers. Both still subscribe to the *Riceville Recorder* and still consider Iowa home. "My family and I have been home nearly



Family photo

From left, Larry and John Dinger with their sister Jan and mother, Lauraine, 93.

every summer for a few weeks to see the relatives and give our children roots," Larry said.

Although he's been away since 1983, it still takes an hour to cover the four blocks to downtown Riceville—passing the post office, Evenson's store and the First State Bank—simply because of all the people who stop to say hello or ask questions about his recent assignments.

As for John, even a globe-trotting career hasn't dampened his enthusiasm for some familiar scenery

"It's extremely comfortable going back to Riceville," he said. "I love going home."

'Dinger Law' Ensures Recounts in Close Elections

Although he lives a world away from Iowa, Larry Dinger left a small legacy back home.

Well before America learned about dimples and chads, Mr. Dinger lost a run for the state legislature in 1980 by just 47 votes. Pretty impressive considering the future diplomat challenged an incumbent Republican in an election that drew 13,000 votes during the Reagan landslide.

"There were indications—almost a statistical certainty—that a 100-vote error occurred in one

precinct," Mr. Dinger recalled. "So I sought a recount, which the legislature denied on a party-line vote."

A few months later, the legislature passed the "Dinger Law," mandating automatic recounts whenever an election's margin is less than 1 percent.

Mr. Dinger's supporters urged him to make another run in 1982, but by then he had decided politics wasn't his calling. "I had proven I could run a good campaign and I still wanted to be a public servant," he said.

That's when he turned to the State Department.

While it might be fun to speculate where Mr. Dinger's career might be today had he won the tight race, the campaign still gave the Iowan something to celebrate: He met his wife, Paula, a high school debating partner 15 years earlier who served as his campaign treasurer.



By John Lemandri

REMEMBERING

IRAQ

The blindfold slipped and I found myself staring at a dimly lit bulb hung at the end of a wire in the form of a hangman's noose. Not exactly Saddam Hussein's palace.

Editor's Note: Two days after the 1979 event described in the following article, war began between Iraq and Iran. The author and his wife, both embassy employees assigned to Baghdad, may have been the only Western diplomats outside the capital, having inadvertently been issued travel permission by the Iraqi government.

My wife, Suzanne, and I were returning from a trip to northern Kurdistan near the city of Mosul. We were tired. I hadn't slept much the past three days. The Kurds had surrounded our vehicle on horseback, guns strapped across their backs, like Indians chasing a stage coach in the wild, wild west. The weather was cold, real cold, and I had driven more than 600 miles through some pretty rough terrain. Suzanne didn't drive.

Around 1 a.m., our Land Rover broke down about five miles from Iran, in the middle of nowhere. In the dark, rainy night Suzanne stood above the engine, a flashlight shining downward while I lay below, a wrench in one hand and hammer in the other, attempting to repair a broken alternator. I fixed everything then with a hammer—either fixed it or beat it up so badly that I threw it out. Ten feet away a dozen Iraqi tanks rolled into the night, followed by another dozen truck-loads of soldiers, armored personnel carriers, helicopter gun ships and what looked like the whole damn Iraqi Army.

Caked with mud and looking more like bums than diplomats, we finally fixed the vehicle. As we drove into the darkness through the desolate mountain pass, two cars approached, their lights off. One cut in front, the other behind. In an instant our vehicle was surrounded, automatic weapons pointed at our heads.

"Get out," yelled a voice.

Too tired to comprehend, we didn't move.

"Get out! Get out," yelled the voice.

I got out.

"Come on, Sue," I said.

"No, not she," said the voice in broken English. Suzanne stayed in the car.

I was blindfolded, pushed into another car and driven away. I sat in the seat awaiting my fate. I was mad—

mad at myself. How stupid of me to be traveling in this part of the world in the middle of the night. I contemplated the fate that awaited me. More important, I worried about the fate that awaited Suzanne. We had been married five short months. Would she survive if I didn't?

We bounced along a rutted dirt road until the car jerked to a stop. Someone shoved me out. I stumbled, was dragged across the ground and thrown into a house. The blindfold slipped and I found myself staring at a dimly lit bulb hung at the end of a wire in the form of a hangman's noose. Not exactly Saddam Hussein's palace.

"Get up," a voice said.



I hesitated and was shoved into a chair. The shadow of an ominous figure lurked over me. He was close—so close I could smell his foul breath and feel his boot against my chair. A second shadowy figure held a gun, the muzzle pointed at my head, while a third was silhouetted in a dark corner of the room muttering Arabic into what must have been a radio.

The interrogation began.

"You are an Israeli spy," yelled the one with his boot between my legs. The toe of his boot began to press hard against my groin.

I was no longer tired. Adrenaline was pumping through my body.

"No, Ana Amerke (I am an American)," I replied.

"You are an American spy," the interrogator shouted.

"No, I am a diplomat," I responded.

"What are you doing out of Baghdad?" the voice demanded in broken English. "Visiting your country," I replied, trying to act calm but fearing the worst was about to happen.

The interrogator was by now very agitated, his foot pressing and twisting harder against my groin.

"You hate our country and Iraqi people," he screamed.

"I hate no one," I responded, although at that moment I hated him an awful lot. "Where is my wife?"

"Shut up," he responded.

I was worried. I had some control over my fate in the way I responded, but not knowing Suzanne's was terrifying.

"Where is she?"

"In the car," the interrogator snapped back. "Don't worry about her. What were you doing near the Iranian border?"

"Traveling to Baghdad," I replied.

"That's not the road to Baghdad," he snapped. "Why were you spying on our military?"

"I wasn't spying on your military," I responded. "I wasn't spying on anyone's military. Look, my car broke down. I must have gotten lost. My car broke down and your military passed us as we were trying to fix it."

The interrogation was not going well. My host was becoming more hostile. He muttered something to the second goon—the one with the gun and a sadistic smile who was pressing the muzzle of his weapon against my head. My heart began to palpitate as reality gripped me. I began to fear the worst. I would never see my wife again. The cold, the tiredness no longer mattered, although his foot in my groin was causing me pain. Somehow, before this thing got out of hand, I had to keep my cool and convince them that I was harmless.

"Look," I said, "my wife and I received travel permission from your government. We just want to get home and rest. I am a clerk, not a spy. If you don't believe me, contact your foreign ministry. They'll tell you." I prayed someone in the ministry would be awake at 3 a.m.

The interrogator seemed perplexed. The Iraqi on the radio began talking faster into the mike. The questioning continued.

"You hate Iraq and you hate Iraqi people."

"No, I don't hate Iraq. I like Iraqi people. Look, just because our governments don't get along doesn't mean we can't be friends."

He looked astonished. Why would an American want to be anyone's friend? Iraqis were told Americans hated everyone, even other Americans. The regime pushed that propaganda to its people to the point where they showed American gangster movies on television each night just to convince themselves that Americans really are bad.

Across the room the dark figure with the radio began yelling in Arabic. I could make out some words.

Someone in their ministry was awake and able to verify I was not a spy. The goon put his gun down. The interrogator looked bewildered. I almost felt pity for him. He hadn't caught a spy. If he had, it would have meant a promotion—even more important, a new house or car. No five-year waiting list. Instead, he caught a clerk, a simple clerk who sends telegrams, nothing more, nothing less.

"Can we go now?" I asked. Forty-five minutes had elapsed and I was worried about Suzanne.

"No, not yet," the interrogator responded. "We first have tea."

Tea was not going to erase the horrors of the last hour and turn the evening into a pleasant experience. But I didn't argue. He held the cards—and the gun. We had tea, a bit sweet for my liking, but that's the way Iraqis like their tea. We had a second and a third glass. He was trying to placate me, apparently realizing that he could get into trouble for roughing up a diplomat, even a low-level American clerk.

The niceties finished, we parted company.

"Maa Salama," he said. It meant goodbye in Arabic. I kept quiet.

I was driven back to my car blindfolded. When they removed my blindfold, I approached my car, hesitated and feared the worst. Suzanne was nowhere to be seen.

I peered through the darkness into the front window of the car. Nothing. A wave of emotion swept over me. My eyes teared. A thousand pounds had been placed upon my shoulders. I couldn't breathe or think. I didn't want to contemplate the outcome. Again, I looked into the back seat. And again, there was nothing.

Suddenly, the mass of blankets began to move. First there was a hand. Then the outline of a face emerged. It was Suzanne's. She was alive! My sorrow turned to joy as a wave of emotion engulfed me. We had been through a harrowing ordeal. Yet, at that moment, I was the happiest man in the world. ■

The author is chief of the Bureau of Information Resource Management's liaison office to Overseas Buildings Operations. His wife, Suzanne Lemandri, is an office manager in the Bureau of East Asian and Pacific Affairs.

**The interrogator looked bewildered.
I almost felt pity for him. He hadn't
caught a spy.**

Family photo



John and Suzanne Lemandri in Mauritania in the late 1970s.

A white scroll banner with the words "E PLURIBUS" in black, bold, serif capital letters. The banner is tied at the ends with small blue bows and is set against a background of a bald eagle's head and the American flag.

E PLURIBUS



Reunion and Recognition

Foreign Affairs Day 2003

Story and photos by Paul Koscak

Some came from across the country. Others traveled across town. But when they all arrived May 9 for Foreign Affairs Day, the retirees—the Department's emeritus employees and biggest boosters—numbered more than 500.

The event, recognizing both Foreign Service and Civil Service employees, offered alumni seminars and briefings on current Department issues, an opportunity to engage its leaders and a chance to reconnect with former colleagues.

Secretary of State Colin Powell, Under Secretary for Political Affairs Marc Grossman, Director General Ruth Davis and Assistant Secretary of State for Diplomatic Security Francis Taylor keynoted the morning's program.

In a message read by the director general, President George W. Bush also welcomed the retirees and recognized Foreign Service Day. "In representing America, members of the diplomatic service reflect the best of our nation," he said.

Also that morning, Secretary Powell placed a wreath at the plaque in the C Street lobby of the Harry S Truman Building honoring employees who died in the line of duty. Retired Ambassador Dennis Kux was awarded the DACOR Foreign Service Cup for 2003 and retired Ambassador Joan Clark and Civil Service retiree John Gravely won the Director General's Cup.

"Our country will not be successful unless we have a successful Foreign Service diplomacy," Ambassador Grossman told the retirees in the Dean Acheson Auditorium during his opening remarks. Success hinges on democracy and free markets, where people can chart their destiny and speak their minds. Of the world's 192 countries, 120 are now democracies, he said.

"People should not be excluded from living in a democracy, regardless of geography, culture, religion or race," Mr. Grossman said.

Ambassador Taylor said international law enforcement cooperation is yielding dividends in the war on terrorism.

AFSA MEMORIAL PLAQUE

Six names were added to the plaque honoring Foreign Service employees who died overseas. Honorees are from the State Department and three other government Foreign Service agencies—the U.S. Agency for International Development, the Foreign Commercial Service and the Foreign Agriculture Service.

Sponsored by the American Foreign Service Association, the occasion commemorates overseas employees who died in the line of service—from William Palfrey, lost at sea in 1780, to Laurence Foley, gunned down by terrorists in 2002. Attending the wreath-laying ceremony were Secretary Colin Powell; Andrew Natsios, administrator, Agency for International Development; John Naland, AFSA president; and a military honor guard.

After placing the wreath by the plaque in the C Street lobby of the Harry S Truman Building, Secretary Powell reflected, "As we pause this day to remember them, we rededicate ourselves to the life of service they led and that we, too, have chosen. May we honor their lives each day by the way that we live our own."

Laurence Foley
Jordan, 2002

Jerry Cook
Madagascar, 1978

Richard Arthur Coulter
Iran, 1975

Howard V. Funk, Jr.
Kenya, 1972

Oscar Curtis Holder
Nepal, 1962

Sidney B. Jacques
Nepal, 1962



USAID Administrator Andrew Natsios, left, Secretary Powell and AFSA President John Naland at ceremony honoring six employees added to the plaque.

Did You Miss Foreign Affairs Day?

If you didn't receive an invitation to this year's Foreign Affairs Day, you may call (202) 663-2383 or e-mail foreignaffairsday@state.gov to be added to next year's list.



Ralph Johnson, left, with his wife, Helen, from Hartsville, S.C., retired in 1997 after working in Consular Affairs. Walter Stadtler, right, was assigned to the Pentagon when he retired in 1994.

"We're winning the war," said the retired brigadier general who directed the Air Force's Office of Special Investigations before joining the State Department in 2002. "Afghanistan is liberated and more than 3,000 al Qaeda operatives have been arrested. The world has never seen such a law enforcement effort."

Secretary Powell offered an upbeat message on the Department's future growth and change.

"Congress and the President believe in what we're doing," he said.

The campaign to expand the Foreign Service motivated more than 20,000 people to take the Foreign Service exam. About 1,200 people will be hired during the next three years and employee demographics, the Secretary insists, "will have to reflect the diversity of the nation because we work in a diverse world."

Leadership is the key to a successful career. He said that means recognizing your people and taking risks. "Leaders are not afraid to try something different."

The Department is also embracing technology, particularly e-mail and the Internet, according to Secretary Powell.

"Cables, memos—they gotta go," he said. "We need to move at the speed of light."

The Department is "working hard to have the best web site in the U.S. government."

The Secretary drew applause when he spoke about the spate of stories critical of the State Department, most



Thomas Pickering, former ambassador to the United Nations and former under secretary for Political Affairs with his wife, Alice. The Alexandria resident now works for Boeing in international relations.



Herbert Levin, left, with his wife, Cornelia, of New York City, poses with Stephen Tillman. Mr. Levin, who worked in nuclear research, retired in 1991 after 34 years of service. Mr. Tillman retired in 1993 from the Bureau of Intelligence and Research.

★ REUNION AND RECOGNITION ★



Martin Kushinsky, left, a USAID public affairs officer when he retired in 1974, is now a ballroom dancer. David Bennett retired last year and lives in Carlisle, Pa., where he teaches at the U.S. Army War College.



Wayne Sharp, left, of McLean, Va., worked in trade development when he retired in 1991. Bethesda resident Richard Thompson retired from the Foreign Service in 1988 and David Jones retired in 1998 from his consular post in Ottawa.

recently former House Speaker Newt Gingrich's remarks about policy and operations.

"Criticism is part of our American system," he said. "We wouldn't be the people we are if we weren't forever chomping at one another. That's fine. Bring it on."

"We also know how to fight back when we think we haven't been dealt with fairly. If it isn't constructive criticism or it's destructive, we will fight back to protect the Department and to protect the wonderful men and women who serve this Department."

A question-and-answer session raised concerns about the relevancy of the United Nations.

Ambassador Grossman supported a role for the United Nations in future contingencies but faulted the organization for allowing certain nations to oversee human rights issues. He supports expanding the Security Council.

Another retiree asked why another international body of democratic nations can't be formed.

"We don't want to supplant the U.N., but maybe there's a need for a democracy caucus," Mr. Grossman suggested.

The focus for today's diplomat, he told the retirees, is taking charge. The wars on terror and drugs mean the Department must change its outlook. New employees, he said, are expected to do more than just give advice or write reports. He recalled much of his early career "writing talking points for the Secretary's remarks to the Soviet premier."



Terence Spencer of Pultneyville, N.Y., left, who retired from the U.S. Information Agency in 1992 and works as a political columnist and drama critic, chats with Thomas Pettit of Basye, Va., a Foreign Service officer who retired in 1995 and now works at a golf course.

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Outstanding Volunteerism Abroad 2003

On Foreign Affairs Day, Secretary Powell presented awards to five deserving volunteers recognized by the Association of American Foreign Service Worldwide for their remarkable contributions to their American and host communities while serving abroad. The award was established in 1990 by Mrs. Susan Baker, wife of former Secretary of State James N. Baker III, who was impressed by the outstanding volunteer service Foreign Service families perform abroad.

Christopher Paul "Norman" Bates, Dakar

An information management specialist, Norman Bates is described as "the biggest smile at post" and as someone who "sees a need and tries to meet it." Whether caring for the menagerie of animals within the mission compound, providing soccer and playground equipment for the poor Senegalese children of nearby "Batesville" or supporting and organizing events for the West African Invitational Softball

Tournament, Norman is an extremely giving individual. Soliciting sporting equipment from manufacturers, he secured hundreds of dollars' worth of balls, bats and gloves for neighborhood kids. He also used his carpentry skills to benefit the Embassy Community Welfare and Recreation Association and helped raise money for its non-profit activities. Norman personifies "value added" to the work of the U.S. Mission in Dakar.



community in Prague and by helping to feed a mostly ignored segment of the Czech population. She helped organize the Green Tree Early Learning Center for preschoolers,

Anne C. Bridgman, Prague

Anne Bridgman filled two critical needs by improving the lives of the American commu-

* REUNION AND RECOGNITION *

making it an affordable reality for embassy families. Her book, *Prague for Kids*, provides a wealth of information in

English for Prague's non-Czech-speaking population and generates profits for charities. Anne writes a monthly magazine column called "Things To Do with Kids." Beyond the mission, she resurrected a failing soup kitchen to feed needy Czechs, finding a location, developing menus, drawing up schedules for

volunteers and drafting operating procedures. Anne's innate empathy and heartfelt sympathy were vividly demonstrated during her time in Prague.

Karie Ennis, New Delhi

For two years, Karie Ennis, an office management specialist at the U.S. Embassy in New Delhi, spent several hours each weekend in the city's Missionaries of Charity Orphanage for Handicapped Children. She provided physical therapy for the children, taught Indian staff to feed the children properly and spent time talking, playing with and holding the children. She organized the

Marines' Toys for Tots campaign to benefit the orphanage and obtained a grant from the J. Kirby Simon Trust to buy mattresses,



therapy mats and other supplies. Karie also promoted, organized and facilitated the first health fair for the embassy community, attended by more than 500 mission staff. Karie Ennis's volunteer work in India and the personal concern she demonstrated for those around her was truly extraordinary.



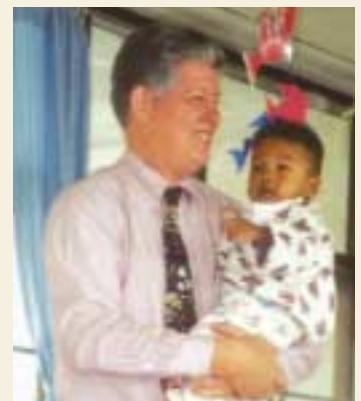
Kristine Luoma-Overstreet, Merida

In a city without an international school, Kristine Luoma-Overstreet worked with a local school to create a Reading Is Fun program that increased English-language literacy and combated the hostility toward reading in general. She organized story hours, introduced the concept of a lending library, obtained donations of books and began what is now an annual catalog book sale. Members of the community raised more than \$2,000 to purchase books. As the mainstay of the Merida English Library, an all-volunteer operation serving as Merida's premier public library, Kristine organized multiple fund-raising events to benefit the library. More than 100 local U.S. and Mexican residents wrote a letter to the ambassador praising Kris's selflessness, unparalleled work and seemingly inexhaustible energy.



Frank J. Weicks, Chiang Mai

During his five years with the Drug Enforcement Agency office in Chiang Mai, Frank Weicks made a significant contribution to underprivileged children in northern Thailand. He raised an unprecedented \$10,000 for a fledgling foster care program at a local government orphanage by organizing a gala dinner and auction. As vice chairman of the Foundation for the Education of Rural Children, Frank led fund-raising efforts to build a preschool in a remote Karen hill tribe village, to supplement basic education with music and field trips and to provide volunteer medical professionals for routine health care. A member of Rotary Chiang Mai West, he applied for grants from Rotary International to bring retired teachers from the United States to teach in needy Thai communities and to aid them in a program for infants with poor vision. Frank leaves a legacy of good works and goodwill in northern Thailand.





E PLURIBUS



DG and DACOR Cups 2003

At an annual luncheon in the Benjamin Franklin Room, the State Department recognizes a distinguished retired Foreign Service and Civil Service employee with the Director General's Cup. At the same time, DACOR, Diplomatic and Consular Officers Retired, honors a diplomat with its Foreign Service Cup.

This year was no different.

Civil Service

John Gravely, who retired in 1994 after 27 years in both the Civil Service and Foreign Service, won the Director General's Cup for Civil Service. Mr. Gravely started his career in the Foreign Service in 1968, moved to the U.S. Information Agency and then transferred in 1980 to the Department of Transportation.

During the Carter Administration, Mr. Gravely framed a human rights policy to equalize spending for refugee assistance. He pioneered minority recruitment and minority college fellowships for youths interested in Foreign Service careers, reportedly before there was money to pay for those programs. They're known today as the Pickering Fellowships.

Mr. Gravely takes particular pride, he said, in having elevated the Office of Equal Employment Opportunity to the Office of Civil Rights, headed by an assistant secretary.

He left government in 1985 to attend Howard University's School of Divinity, returning to the State Department in 1990, where he worked in the director general's office.

A pastor at the Church of the Redeemer, Mr. Gravely has worked in city shelters and senior citizen centers. He has championed affordable housing, better schools and police protection in Washington, D.C. As a community mediator, he settled more than 30 disputes that were already on city court dockets. He worked with homeless residents and helped prisoners at the former Lorton prison in Virginia gain educational opportunities.

Foreign Service

Imagine advancing from clerk to ambassador. It takes perseverance. It takes time—44 years, in this case. It takes Joan Clark.

In 1945 she began her State Department career in Berlin as a 23-year-old administrative assistant. She retired in

* REUNION AND RECOGNITION *



John Gravely, left, DG's Civil Service Cup winner, and former Ambassador Joan Clark, right, DG's Foreign Service Cup winner, with Director General Ruth Davis.

1989 as director of management operations, known today as under secretary for Management.

A trailblazing woman, her résumé chronicles a record of achievement. During the 1950s she was an economic assistant in London and an administrative assistant in Belgrade. During the 1960s she was a training coordinator and administrative officer.

The 1970s heralded her diplomatic career and presidential appointment as ambassador. She advanced from personnel officer and deputy executive director to executive director of the Bureau of European Affairs in 1972. In 1979, this career employee became the ambassador to the Republic of Malta. In 1983, she was named assistant secretary for Consular Affairs.

Not bad for a graduate of the Katharine Gibbs School in New York City.

"As director general, she presided over the changes to our personnel system brought about by the new Foreign Service Act and the dawning of our outreach to women and members of minority groups," remarked Ruth Davis, director general of the Foreign Service, in presenting the cup to Ms. Clark.



Retired Ambassador Dennis Kux, left, receives DACOR's Foreign Service Cup from President Robert Funseth.

After retiring, she worked as a State Department consultant and served as president of DACOR. She currently chairs the Foundation for Senior Living.

DACOR Foreign Service Cup

Former Ambassador Dennis Kux, an authority on India and Pakistan, prolific writer and network news show guest, is the winner of the DACOR Foreign Service Cup.

After joining the Foreign Service in 1955, he served in Karachi, Madras, Bonn and Islamabad as well as in Washington, D.C. In the 1970s, Mr. Kux was named country director for India, Nepal and Sri Lanka. He attended the National War College and the Senior Seminar.

After spending 1978 to 1980 in Ankara as head of the section, he worked as a deputy assistant secretary in the Bureau of Intelligence and Research and as deputy director for Management. President Reagan appointed him ambassador to the Ivory Coast in 1986.

He returned to Washington in 1989 as a National Defense University Fellow and director of the Center for the Study of Foreign Affairs at FSI and executive director of the Association for Diplomatic Studies and Training.

His latest book traces the United States' relations with eastern countries.

SAVING THE CHIMPS



A Sierra Leonian caretaker cradles a chimp.

Photos courtesy of Brennan Gilmore

They Didn't Teach This at FSI!

By Brennan Gilmore

It's a pleasant Saturday afternoon. I'm in a helicopter above the jungle and war-scarred landscape of eastern Sierra Leone. An infant chimpanzee dozes in my lap. They didn't teach this at FSI.

It all started when staff from the U.S. Embassy in Freetown traveled to these isolated areas where Pakistani peacekeeping troops provide security under the U.N. Mission in Sierra Leone. During one visit to the Pakistani battalion headquarters in Koidu Town, staff observed three infant chimpanzees the Pakistanis had rescued from local hunters. (Chimpanzee "bushmeat" is a local source of protein.) The chimps were playful and provided an interesting diversion during working visits to Koidu.

Although the Pakistani peacekeepers took excellent care of the chimps, it was obvious they belonged in the forest with their mates. Also, the Pakistanis planned to withdraw when their mission ended, leaving the chimps' future in question.

Bala Amarasekeran and the staff at the Tacugama Chimpanzee Sanctuary near Freetown have raised awareness of the dwindling chimpanzee population in Sierra Leone. By some estimates, it has decreased by 75 percent since 1991, when the country's civil war began. Tacugama personnel created large natural-habitat enclosures that host large chimpanzee populations recovered from captivity. Because of their extensive contact with humans, these chimps can only be introduced into areas that are sufficiently remote and contain enough food.

Unfortunately, such areas are dwindling throughout Africa and none could be found in Sierra Leone. Currently, 63 chimpanzees are living at the sanctuary, situated on 100 acres of forest donated by the government of Sierra Leone. Besides caring for the chimps and educating visitors about conservation, sanctuary staff has curbed hunting and logging in the protected Western Area Reserve—home to a wild chimpanzee population. Their efforts continued amidst heavy fighting and even after armed rebels looted their offices.

The staff at Tacugama was aware of the chimps in Koidu, just as the Pakistanis were aware of the reserve in the Western Area. But neither group could transport the chimps to the sanctuary—a 12-hour trip over terrible roads.

That's where embassy staff came in. They pulled together resources that State, Defense and the U.S. Agency for International Development already had in place in the Kono District, where there's heavy diamond mining and devastation left by war, to move the animals. The embassy staff arranged to transport the chimpanzees on one of the MI-8 helicopters under contract to the U.S. government to support peacekeeping in Sierra Leone.

On the day of the Great Chimp Rescue of '02, a wildlife biologist and her assistant from Tacugama Sanctuary came along to care for and sedate the chimpanzees on the trip. At battalion headquarters, Brig. Gen. Ijaz Awan handed over the chimpanzees, saying he was concerned about other chimpanzees remaining in Sierra Leone. After a long goodbye, passengers and chimps lifted off for Freetown. The chimpanzees were quarantined at Tacugama, where they would remain for three months before being integrated with the sanctuary's chimpanzee population. Their sol-

Currently, 63 chimpanzees are living at the sanctuary, situated on 100 acres of forest donated by the government of Sierra Leone.



The author and friends.

dier-friends have visited them frequently. Chimpanzees have incredible memory and it was obvious that they remembered their military hosts.

The U.S. Mission in Sierra Leone is studying ways to help conservation groups and the country's forestry and wildlife officials protect endangered species, including the chimpanzee. The embassy has contacted the U.S. Fish & Wildlife Service's Office of International Conservation, which administers grants that Congress makes available through the Great Ape Conservation Act.

The Great Chimp Rescue of '02 is likely just the first step in a U.S. effort to preserve this fascinating species. ■

The author is a political-economic-consular officer at the U.S. Embassy in Freetown.

The crew of the Stars and Stripes paddles from Atlantic to Pacific. They are, from left, Michael Hatlen, Jose Joya, John Magee and Eddie Dolan.



Photos courtesy of the U.S. Embassy in Panama

Ocean + Ocean

Nine Canoeists Finish Ocean-to-Ocean Race Exhausted but Elated

By Jeremy Neitzke

Transiting the Panama Canal is normally reserved for large cargo vessels taking the isthmus's shortcut instead of the long, costly and perilous journey around South America. That is, unless you paddle your way coast to coast in the annual Ocean-to-Ocean Cayuco Race.

During the last 50 years, the Panama Canal has hosted one of the world's unique boat races. Nearly 200 participants in 45 craft paddle the storied waterway in dugout-style canoes called cayucos. A cayuco is the traditional craft of Panama's indigenous peoples. The race began, according to the official web site, www.cayucorace.org, when Frank Townsend of the Panama Canal Company took some Boy Scouts to visit an indigenous community on the river Chagres. They learned about their culture and traditions and how to use the cayuco as a means of transport. Over time, friendly competition turned into a formal race, the first in 1954.

The grueling 50-mile race is a three-day test of endurance and character for participants. The first of three legs begins at the Atlantic entrance of the Canal near the port of Cristobal and ends seven miles later at

the first set of locks, Gatun Locks. Day two takes paddlers across Lake Gatun, the man-made lake created as part of the Canal's construction. At 21 miles, it is the longest, most demanding leg. On day three, the paddlers traverse the Culebra Cut and pass through the Pedro Miguel and Miraflores locks on the Pacific side of the Canal.

In recognition of the 50th anniversary of the race and Panama's centennial of independence in 2003, the Panama Canal Authority granted participants permission to transit the canal's locks for the first time in five years. In a test of personal courage and physical stamina, nine members of the U.S. Embassy community participated in the 50th annual regatta in six different boats.

The race meant different things to different people. For members of the Marine security guard detachment in Panama, it was a chance to do something special.

"We painted our boat red, white and blue and named it Stars-and-Stripes to show support for the soldiers fighting in the Middle

East. They had the real challenge, not us," said Marine Sgt. Jose Joya.

"We can't fight with our guys over in Iraq, but we can show them our support," added colleague Mike Hatlen. Participating in the race for the second time, this Marine



The crew of the Serendipity, from left, David Wattley, Mario Haile, Galen Brown and Mark Bustin, ready their boat and themselves for the three-day ordeal.



Dwarfed by a huge container ship, the dugout-style boats proudly traverse one of the Panama Canal's locks.



The crew of the Dauntless prepares to launch. They are, from left, Annie Smith, Amanda Clowers, Abby Mangrich and Katie Bivin.

Corps team bettered their second-place time from a year ago. But it was the chance to show their support that really mattered. And this year it had even more meaning. Teammate Eddie Dolan, an Army Reservist and Customs agent, was recently called to active duty and will soon be serving his country in a much different capacity.

For other paddlers, the race was about facing a challenge and prevailing. "Just finishing the race was an accomplishment," Abby Mangrich, 16, said. "There were maybe six times on the lake I felt like giving up."

Dave and Kesiah Wattley participate in the event each year as a family tradition. Their father was born in the former Canal Zone and paddled in the 25th annual event as a young man.

"It's just a good feeling to know that you finished the race," said Dave, 15. His sister Kesiah, 14, described as her highest moment "the feeling of accomplishment at the end." For these young athletes, that accomplishment instills a sense of pride they may not have had before. As Jillian Alvarado-Ortiz, 16, put it, "I kept thinking we would fail. The feeling of triumph—knowing we had done it—was the best! I feel like I proved something to myself."

What struck Paul Avella, 16, was the chance to make new friends from different cultures. "Before the race these guys and their friends didn't really get along with us. Now we're all best of friends." Jillian added, "I never imagined I would meet so many people from all over the world."

Mario Haile, 14, said the race was a great way to meet new people in a fun environment, even though it was perhaps the most physically demanding thing he'd ever done.

Whether a personal challenge or a show of support, the unique experience of paddling through the Canal alongside huge transiting ships left its mark on each of the participants. "It's addictive. It gets in your blood," said Abby. And, perhaps, speaking for all nine embassy participants, Jillian noted that though the Ocean-to-Ocean Cayuco Race is emotionally and physically exhausting, "the experience is worth all the effort at the end." ■

The author is the assistant information officer at the U.S. Embassy in Panama City.

RIGHT ON THE MONEY

Story and photos by Bill Lovelock

In West Africa, some of the smaller bank notes circulate so long and get so dirty that it's often difficult to determine their denomination. Then there's the humid climate and people's habit of keeping the bills in their pockets where they stay moist and warm. All this makes the paper bills an ideal breeding ground for bacteria.

To prove my point, I decided to perform a little science experiment and culture the surface of a few bills to see what kinds of microorganisms were hitching a free ride on them. I selected three bills that appeared only moderately dirty.

I photographed each step of the process. After all, a picture is worth a thousand words.

- Step 1** Take three bills, two culture plates and a culture swab.
- Step 2** Using a sterile, cotton-tipped swab, roll the swab around on the bills.
- Step 3** Roll the inoculated swab on a blood agar and MacConkey microbiology media plate.
- Step 4** Place the two plates in a 37-degree Centigrade incubator.
- Step 5** Observe and record growth after 24 hours of incubation.
- Step 6** Observe and record growth after 48 hours of incubation.

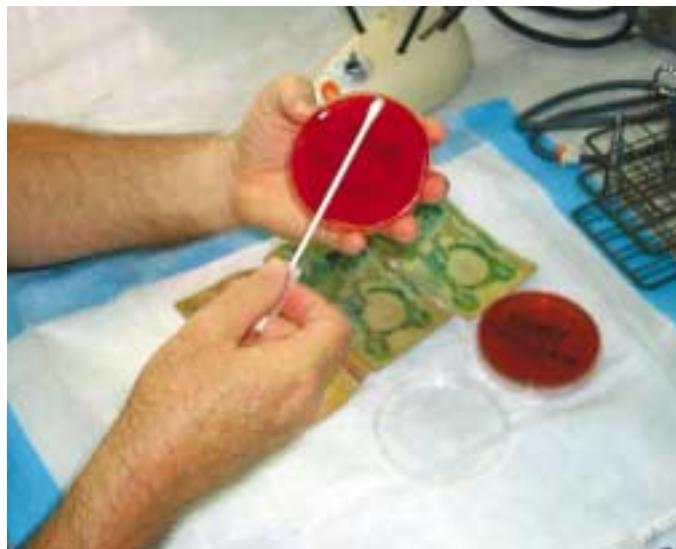
Conclusion:

The experiment revealed more than 23 different species of bacteria and fungi growing on the two microbiology media plates. I did not identify all of the isolated species, but many of them were pathogenic and many indicated fecal contamination.

The overwhelming conclusion: Money is dirty.

Recommendation: After handling money, wash your hands thoroughly to protect your health. ■

The author is the regional medical technologist at the U.S. Consulate General in Lagos.



Rolling the inoculated swab on a blood agar and MacConkey microbiology media plate.



Placing the two plates in a 37-degree Centigrade incubator.



Observing and recording growth after 48 hours of incubation.

Leadership Seminar Goes Overseas

By Bain Cowell

How could a State Department employee satisfy an urgent training requirement while also enjoying the green parks, stately boulevards, historic neighborhoods and cultural riches of one of the Southern Hemisphere's most elegant cities?

Seventeen mid-level Department employees recently discovered how. They participated in a Foreign Service Institute pilot project, the first intermediate leadership seminar to be held overseas. The Bureau of Western Hemisphere Affairs provided planning assistance and funding for the class that converged last March on Buenos Aires, where they were welcomed by Deputy Chief of Mission Milton Drucker.

Instructors Gene Kendall and Richard Welebir from FSI's Leadership and Management School conducted the seminar at a downtown hotel, using computers, projector, software, workbooks and other materials. The Secretary's initiative to provide leadership training to all State officers worldwide was under way.

The class, drawn from eight embassies and two consulates in nine countries, represented most Foreign Service generalist and specialist fields. Some had already managed teams of American and Foreign Service National employees while others had minimal supervisory experience. These differences enriched the seminar as did our distinctive geographic roots, marital status, educational and professional backgrounds, military experience, religious faith, gender, race and ethnic or national origin.

The instructors introduced the class to theories about what to do—and not to do—as supervisors. The students' downside favorite was the "seagull model." That's where the high-flying manager swoops overhead, drops a messy task on the unsuspecting subordinate and flies off. They liked the recommended "helicopter model" with three interlocking circles—the task, the individual and

the team—making it a cinch to recall even under the pressure of a task that should have been done yesterday.

When taking the Myers-Briggs Type Indicator questionnaire, many lapsed into complacency. "We've been there and done that." Imagine the consternation when officers who considered themselves introverts scored as extroverts or those who took pride in objective data gathering and logical thinking turned out to have closet tendencies for intuitive perception or emotion-driven judgment. Or when, in a different test, wannabe "authoritative" or "pacesetting" leaders were shown to prefer "affiliative" or "democratic" or shockingly "coercive" leadership styles. The seminar proved to be a voyage of self-discovery.

The class shared real-life stories from their posts that cast new light on the mostly U.S.-derived management theories and role-playing. They related how foreign cultures, which FSNs bring to the workplace, sometimes conflict with American preferences and challenge the creativity of American managers who

must lead both. They learned the need for American employees to collaborate with their FSN colleagues and communicate to them the strategic vision of what specific tasks are meant to accomplish. They shared their colleagues' personal challenges and took home their suggestions for ways to better handle the situations.

After each busy workday, the class sampled Argentina's multicultural heritage by touring colorful old waterfront districts redolent with Italian and Spanish traditions, a renowned opera house and art museums, the "Pink House" presidential palace, Evita Peron's grave and, beyond the city limits, the plains and gauchos. They also took the opportunity to learn about Argentina's economic and political uncertainties, opinions about the election campaign then under way and proposals to ensure a brighter future. ■



Participants share experiences during leadership training in Buenos Aires.

Photo by Tom Rogan

The author is a political officer in Buenos Aires.

OUR TOWN

'Far From the Madding Crowd'

Ed Bittner decided at mid-career, while serving in Caracas, that it wasn't too early to start thinking about a place to retire. A Pennsylvanian, he had ruled out the East Coast. He didn't like the congestion or the hot, humid summers.

He pored over his atlas, looking for a place with mountains and lakes and low population density. He had served as a control officer for the late Sen. Frank Church of Idaho, who extolled the virtues of his state. So during a home leave, he took the senator's advice and checked out Idaho. The farther north he drove, the better he liked it.

Mr. Bittner, who retired in 1986, found his "retirement paradise" in Sandpoint, population 7,000, on the shores of Lake Pend Oreille—the second largest freshwater lake west of the Mississippi. Surrounded by mountains, the area offers fishing and sailing in the

summer, international class skiing in the winter and hiking year-round. The community is home to many artists and musicians and has excellent restaurants, an outstanding library and good medical facilities. In summer the days are warm enough to swim and the nights cool enough to require a blanket to sleep. Winters bring plenty of snow but not the penetrating cold common to the East.

Located on the main Amtrak line between Seattle and Chicago and convenient to Spokane International Airport, Sandpoint is, in his words, "the best possible place for retirement."

Editor's note: Our Town is an occasional feature about retirees and their choice of retirement spots. If you'd like to contribute, please write or e-mail the editor at goodmancw@state.gov.



Photo courtesy of Eric Skinner/Sandpoint.com

The sun sets over Lake Pend Oreille in northern Idaho.



Image courtesy of the South China Morning Post

Honoring an Early Diplomat in China

By Harry A. Somers

On a day when Americans were honoring their fallen comrades in arms, more than 20 employees and spouses from the U.S. Consulate General in Guangzhou paid their respects on Memorial Day to the first resident U.S. Minister to China.

Consul General John Norris laid flowers at the gravesite of Alexander Hill Everett, who was buried in 1847 near Shenjing Village on Changzhou Island.

Trade was at the center of Commissioner Everett's mission since Guangzhou was the locus of much of America's early relations with China. Although the seat of the Qing Dynasty (1644-1911) was in Beijing, trade from the mid-18th through mid-19th centuries was largely confined to the Canton area, as Guangzhou was once known.

Born in 1790, the early diplomat graduated from Harvard in 1806, taking highest honors although he was the youngest member of his class. He then trained as a lawyer under John Quincy Adams. He began his Foreign Service career as personal secretary to Adams when Adams was U.S. Minister to Russia from 1809 to 1811. Later assigned to The Hague, Mr. Everett was appointed U.S. Chargé d'Affaires in 1818 and served until 1824. After being elected President, John Quincy Adams named Mr. Everett as U.S. Minister to Spain, where he served from 1825 to 1829.

He returned to the United States in the 1830s, where he served as editor of the prestigious literary journal the *North American Review* and as a member of the Massachusetts legislature. In the 1840s, the diplomat was sent as the U.S. government's confidential agent to Cuba and later served as president of Jefferson College in



Consul General John Norris leads a group from the consulate up the steps of the Foreigners' Cemetery to pay respects at the grave of Alexander Hill Everett.



Memorial flowers rest at the Everett gravesite.

Photos by Raymond Li

Louisiana. Throughout his life, he was a prolific writer of books and articles.

In March 1845, he was appointed U.S. Commissioner to China and arrived there in October 1846. After only eight months on the job, he died, as his gravestone notes, on June 28, 1847, "under the hospitable roof of the Reverend Dr. Parker at Canton."

According to the *South China Morning Post*, local historians in 1984 stumbled onto 237 graves of foreign residents on Changzhou Island dating back to 1751. The island is located in the Pearl River just upstream from Guangzhou's Huangpu port. In 1991, the government bought back a seven-acre plot of land on Bamboo Hill where more than 150 American and European graves, including Mr. Everett's, are located.

In 1998 the Guangzhou government began to restore the graves on Bamboo Hill, guided by a reproduction of an oil painting that U.S. diplomats had presented to Guangzhou historians in the mid-1990s. The painting depicted the cemetery before it was abandoned to nature in the late 19th century. Although many of the grave-stones were unsalvageable, the U.S. diplomat's was in surprisingly good condition and is among the 47 that were eventually restored.

Another U.S. Minister, Caleb Cushing, also from Boston, had actually preceded Commissioner Everett to China. Mr. Cushing, however, traveled no farther than Macau, where he arrived in February 1844, and left six months later after negotiating the Treaty of Wanghia. Mr. Everett was then named to succeed Cushing. According to the State Department's Office of the Historian, "Everett was still the first resident chief of a U.S. diplomatic mission to China."

In the mid-19th century, according to the *South China Morning Post*, most diplomats, merchants and missionaries kept permanent residences in Macau—the English took Hong Kong only in 1841. Foreign ships had to stop at Changzhou Island, whose deep water made an excellent anchorage. It's where their goods cleared customs before being loaded onto smaller Chinese craft for transhipment upriver to Guangzhou. Most foreigners came to Changzhou for brief periods only to conduct business or meet with Chinese officials.

It would be another 14 years after Commissioner Everett's death in 1847 before foreigners were allowed to live and work on Shamian Island in Guangzhou proper, where the U.S. Consulate General is located today—surrounded by more than two centuries of U.S.-China relations. ■

The author is chief of the political-economics section in Guangzhou.

Private and Confidential



Photo by PhotoDisk, Inc.

By Dr. Robert Burney

We all expect the information we share with our physician to be private and confidential. When the ambulance transports us to the emergency room, however, we want the doctor there to have immediate access to our medical information. The issue, then, is not so much about privacy as control over the information that is released. As Harvard Medical School professor Dr. Don Berwick says, "Nothing about me without me."

Privacy has been defined as the right to be left alone. This is increasingly more difficult as our world becomes

electronic and intruders more pervasive. In reality, most of us don't want total anonymity. But we do want control over the disclosure of our personal information. For example, I enjoy ordering "the usual" at Rae's Deli, but I don't want Rae telling the rest of the world what that means.

The need for legislation requiring "confidential, fair and respectful treatment of health information" was driven partly by general concerns about privacy and partly by the expanding use and availability of personal medical information. With the advent of electronic medical record systems, personal health care information is now stored at sites remote from the care site and possibly in

multiple locations. In the State Department, for example, employees have medical records in Washington (both paper and electronic), at their post of assignment and also at any physician offices or hospitals they have visited in the past 10 years. The disclosure of personal health care information is now easier and more out of the control of the patient or the provider who created the record.

Balanced against the need for privacy are the legitimate needs of the individual and of society in general for access to health care information. In emergencies, the treating physician should have ready access to information about a patient. Also, some information is required by third parties to pay bills. The recent SARS epidemic has highlighted the need for public health agencies to have individual health care information.

Relief has been a long time coming. Congress passed the Health Insurance Portability and Accountability Act in 1996 but allowed another three years for implementation details to be developed. When Congress failed to act by 1999, responsibility for these details passed to the Department of Health and Human Services, which published proposed rules in November 1999. Extensive comments and revisions delayed the final publication until April 2001. Organizations affected by the rules were given two years to comply. That time has come. These new rules apply to all health care systems, public, private and government.

This new law supplements the Privacy Act of 1974 and the Freedom of Information Act and provides important new rights for patients. These include the right to:

- **Receive a copy of the privacy rules.** See the MED web site (<http://MED.state.gov>) or contact any health unit.
- **See and copy your own records.** MED must provide a copy of your records within 30 days of your request.
- **Correct or amend your records.** Although nothing may be removed from your record, you may request a correction or request an amendment to your record.
- **An accounting of disclosures.** MED must provide to you a list of any disclosures made from your records.
- **Restrict disclosures.** Within limits, you may restrict disclosures of certain information to identified individuals for a defined period of time.
- **Complain.** If you feel that your privacy rights have been violated, you have the right to complain to the medical privacy officer (MEDprivacyofficer@state.gov).

In some cases, information may be disclosed or used without your consent. These are listed in the privacy notice on the MED web site. In general, these uses are intended to expedite your health care or to protect public

“In reality, most of us don’t want total anonymity. But we do want control over the disclosure of our personal information.”

health. For example, MED may disclose personal health care information to a specialist who is participating in your care. It may also use such information to facilitate payment from your health insurance carrier or for internal quality control purposes.

There are some specific exceptions in the law for the State Department (and the military) to allow use of medical information for suitability and clearance determinations. In all instances of disclosure without consent, however, only the minimum necessary information may be disclosed. In the case of clearances, MED will disclose a class 2 clearance but will not disclose the medical condition that led to that decision.

State laws prevail in the area of parental access to children’s records. The provider is given some discretion, however, when disclosure might be harmful to the patient.

The new regulations advance both access and privacy of health care information for patients. The MED web site details the Department’s privacy policy and the HHS web site (www.HHS.gov) provides extensive information about the regulation itself. The regulations require MED to provide the privacy policy notice to all patients and to document their receipt of the notice in their medical record. Where available, health units will handle this documentation. A cable asks for assistance at posts where there is no health unit.

As a patient, you have important new rights regarding your health care information. Read the MED privacy policy and become familiar with those rights. ■

The author, a physician, heads the quality improvement section of the Office of Medical Services.

The Interpreters by British playwright Ronald Harwood features Teresita Mans, center, Robin Busse, left, a former consular officer, and poet Brendan O'Regan.



Photo by Catherine Hopkins

People Like You

A Star Is Born in Panama

By Marsha Michel

Teresita Mans, a Foreign Service National employee in the U.S. Embassy in Panama, has accomplished something venerable Broadway actresses Julie Harris, Jessica Tandy and Angela Lansbury never did. The information assistant and translator in the public affairs section walked away with three top awards at Los Premios Escena 2002, Panama's equivalent of the Tony Awards.

Tere, as friends and colleagues know her, was awarded Best Actress in a comedy for her role as Antona in *El Cepillo de Dientes* and Best Actress in a drama for her role in *Brujas*. In addition, she won the Best Sound Design award for her technical work on *The Blue Bird*. Harris, Tandy and Lansbury never won more than a single Tony in a year.



Offstage, Teresita Mans works in the U.S. Embassy.

This is the first time in the history of Panama's Premios that one person has won three awards. But it's not Tere's first award. For two consecutive years, 2001 and 2002, she earned the National Theater Award for Sound Design.

Teresita Mans's success is no surprise to those who know her. She comes from a family of artists. Her mother, a nurse, plays classical guitar and her grandfather was also a musician and, according to Tere, "a true bohemian." She has cousins who work in the beaux arts, paint and make films.

Tere debuted at 17 in several high school productions. She also belonged to a group called Mundo Feliz that entertained at children's birthday parties. The group later developed into a theater troupe that traveled around Panama, performing at schools, fairs, theaters and during parades.

Through her Mundo Feliz activities, Tere learned all facets of theater—makeup, dramaturgy, playwriting, recording and staging. She even had a nationwide radio show for children. Feeling too immature to commit to her passion, she “retired” from the theater world at 23.

Tere returned to the stage about five years later, starting at the bottom as a stagehand. She went through acting, voice and physical expression training for two years and continues to attend workshops abroad. She also trained as a stage manager, artistic director, sound designer and producer.

She has played a variety of roles in comedies, theater of the absurd, dramas, video clips, café concerts, conceptual theater, performance theater, monologues, theater noir and farce.

“A complete person in the theater world must know about everything,” she says, “but I was born to be a sound designer. I remember things through sounds. I hear a play more than see it. Just as directors imagine scenes, I ‘hear’ them. That is also how I create my characters. I hear their tempo, their walk, their patterns of speech. And then I go into their psychological background. I am drawn to voices, silences, pitches, movement through sound, manipulation through sound and impact through rhythm. It is just so natural for me.”

As a member of Nuevo Teatro Panama, Tere mentors younger artists seeking careers in the theater. She also organizes conferences, workshops and literary readings.

What does all this success mean to Tere? “An award for me means that I need to improve. It’s a soft pat on the back, but also a wink. Something that I tell myself not to take too seriously because what’s here today is gone tomorrow.”

In the embassy public affairs section, Tere does a little of everything too—from clipping the papers, drafting media reaction reports and translating speeches and other documents to arranging press conferences. She also helps the cultural section by introducing visiting U.S. speakers and performers to Panamanian counterparts and interpreting for those who do not speak Spanish.

She has no idea how she does it all. Her day job at the embassy and her night and weekend involvement in theater are both demanding. They require her full attention, but she has learned how to balance both pursuits.

Tere and one of her protégés were recently awarded fellowships to attend a three-week acting workshop in Costa Rica. This is a regional event and only two artists from each country are invited. Sponsored by a European nongovernmental organization, the workshop promotes the professionalization of theater in the hope that fellowship recipients will share their knowledge with others in their own countries.

Tere is sure to share what she learns, and Panamanian theater will be richer for it. ■

The author, an intern in the embassy's public affairs section for four months, recently returned to the United States to pursue a graduate degree in international affairs.



Poster by Salomon Vergara

A poster advertises Saints, Virgins and Martyrs. Teresita Mans played three roles in this comedy by Chilean dramatist Jorge Díaz.



Photo by Gale Celucci

In a scene from Interpreters, Ms. Mans portrays a woman betrayed.

APPOINTMENTS



U.S. Ambassador to the Republic of Kenya. William M. Bellamy of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Kenya. He was principal deputy assistant secretary for African Affairs from 2001 to 2003 and deputy assistant secretary from 2000 to 2001. He was deputy chief of mission in Canberra from 1997 to 2000 and chief of the political section in the U.S. Embassy in Paris from 1993 to 1997. He headed the political section at the U.S. Embassy in Pretoria from 1989 to 1993 and served earlier in Harare. He and his wife Pamela, also a Foreign Service officer, have two children.



Special Representative for Global HIV/AIDS. Dr. Jack C. Chow of Pennsylvania, previously deputy assistant secretary for Health and Science, is the new Special Representative for Global HIV/AIDS, with the rank of ambassador. Before his appointment to the Department, he was a management consultant with the

Washington, D.C., office of McKinsey & Company. He was senior adviser for global health policy in the Office of the Under Secretary for Global Affairs from 2000 to 2001. He served on the staffs of the House and Senate Appropriations Committees from 1989 to 1991 and 1996 to 2000, respectively. He headed the international relations division at the Fogarty International Center of the National Institutes of Health from 1993 to 1996. Dr. Chow was deputy assistant secretary for public health policy and for health legislation at the Department of Health and Human Services from 1991 to 1993. He was a senior policy adviser at the White House Office of Science and Technology Policy in 1991. A physician, Dr. Chow trained in diagnostic radiology.



U.S. Ambassador to the Republic of Turkey. Eric S. Edelman of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Turkey. He was principal deputy assistant to the vice president for National Security Affairs. Before assuming his position at the White House, Mr. Edelman was U.S. Ambassador to the Republic of Finland from 1998 to 2001. He was executive assistant to the deputy secretary of State from 1996 to 1998 and served as deputy chief of mission at the U.S. Embassy in Prague from 1994 to 1996. He was deputy to the ambassador-at-large and special adviser to the Secretary on the New Independent States from April to July 1993. He served as assistant deputy under secretary of Defense for Soviet and East European Affairs in the Office of the Secretary of Defense from 1990 to 1993 and was special assistant for European Affairs to the under secretary of State for Political Affairs. He served at the U.S. Embassy in Moscow as a special assistant to Secretary of State George P. Shultz and as a member of the U.S. Middle East Delegation to the West Bank/Gaza Autonomy Talks. Mr. Edelman and his wife Patricia Davis have four children.



U.S. Ambassador to the Togolese Republic. Gregory W. Engle of Colorado, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Togolese Republic. He directed the Office of Regional and Security Affairs in the Bureau of African Affairs from 2002 to 2003 and was special coordinator of the African Crisis Response Initiative from 2001 to 2002. Mr. Engle also directed the International Cooperative Administrative Support Services system from 1999 to 2001. He was consul general in Johannesburg from 1996 to 1999 and deputy chief of mission in Lilongwe from 1992 to 1995. He held administrative positions in Pakistan, Germany, Washington, Ethiopia and Cyprus. Both Mr. Engle and his wife Patricia are former Peace Corps volunteers. They have two children.

APPOINTMENTS



U.S. Ambassador to the Republic of Croatia. Ralph Frank of Washington state, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Croatia. He directed the Office of Career Development in the Bureau of Human Resources from 2001 to 2003 and was U.S. Ambassador to Nepal from 1997 to 2001. He was executive assistant to the under secretary for Management from 1995 to 1996 and executive director of the Bureau of Near Eastern and South Asian Affairs from 1993 to 1995. Mr. Frank was a deputy assistant secretary in the Bureau of Diplomatic Security from 1990 to 1992, in the Bureau of Administration for 1996 and in the Bureau of Personnel from 1996 to 1997. He has also served abroad in Belgrade, Medan, Warsaw and in an earlier assignment in Kathmandu. He and his wife Susan Gundersen have two children.



U.S. Ambassador to the Argentine Republic. Lino Gutierrez of Florida, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Argentine Republic. He was international affairs adviser at the National War College from 2002 to 2003 and principal deputy assistant secretary for Western Hemisphere Affairs from 1999 to 2002. From 2001 to 2002, he was acting assistant secretary for Western Hemisphere Affairs. Mr. Gutierrez was U.S. Ambassador to Nicaragua from 1996 to 1999 and also served in Santo Domingo, Lisbon, Port-au-Prince, Paris and Nassau. Mr. Gutierrez and his wife Miriam have three daughters.



U.S. Ambassador to the Republic of Azerbaijan. Reno L. Harnish III of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Azerbaijan. He was chief of mission in the U.S. Office in Pristina from 2002 to 2003 and deputy chief of mission in Cairo and Stockholm.

From 1992 to 1995 he framed U.S. policy on Central Asian politics and scientific cooperation with the New Independent States. Earlier, he served in Rome, East Berlin, Vienna, Saipan and Lagos. He and his wife Leslie have two children.



U.S. Ambassador to the Republic of Mauritania. Joseph LeBaron of Oregon, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Islamic Republic of Mauritania. Before his appointment, he was a deputy assistant secretary in the Bureau of Intelligence and Research. He was deputy director of the Office of Iran and Iraq from 1996 to 1998 and deputy chief of mission at the U.S. Embassy in Manama from 1994 to 1996. At the end of the Gulf War, Mr. LeBaron was detailed to northern Iraq to work with Operation Provide Comfort and was one of the first U.S. officials to enter Dahuk after Iraqi forces withdrew. In 1989, he served on the national security and foreign affairs staff of U.S. Senate Majority Leader George J. Mitchell. He also served in Doha, Amman, Ankara, Istanbul and Dubai. During the Vietnam War, Mr. LeBaron served in the U.S. Air Force as a television newscaster for the American Forces Radio and Television Service. He and his wife Elinor have one daughter.

APPOINTMENTS



U.S. Ambassador to the Republic of the Fiji Islands, the Kingdom of Tonga, Tuvalu and the Republic of Nauru. David L. Lyon, a career member of the Senior Foreign Service, class of Minister-Counselor, is the U.S. Ambassador to the Republic of the Fiji Islands, the Kingdom of Tonga, Tuvalu and the Republic of Nauru. He served as consul general in Melbourne from 1999 to 2002. His other overseas postings include Lagos, Recife, Accra, Manila, Bangkok and Beijing. He was an office director in the Bureau of International Narcotics and Law Enforcement Affairs from 1991 to 1994. From 1984 to 1986, he was deputy director and then director of the Office of Regional Affairs in the Bureau of African Affairs. Mr. Lyon and his wife Maureen have two children.



U.S. Ambassador to the Republic of Benin. Wayne E. Neill of Nevada, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Benin. He was special adviser to the assistant secretary for African Affairs from 2002 to 2003 and directed the bureau's Office of Regional Affairs from 2000 to 2002. He headed the political-economic section in the U.S. Embassy in Cairo from

1997 to 1999 and was the U.S. energy adviser at the Organization for Economic Cooperation and Development in Paris from 1993 to 1996. He also served in Riyadh, Tunis, Budapest and Poznan. He and his wife Doris have three children.



U.S. Ambassador to the Kyrgyz Republic. Stephen M. Young of New Hampshire, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Kyrgyz Republic. He directed the Office of Chinese and Mongolian Affairs in the Bureau of East Asian and Pacific Affairs from 2002 to 2003 and the Office of Pakistan, Afghanistan and Bangladesh Affairs from 2001 to 2002. He was deputy director of the American Institute in Taiwan from 1998 to 2001 and directed the Office of Caucasus and Central Asian Affairs from 1995 to 1998. He has also served in Moscow twice. Mr. Young and his wife Barbara have three children.

PERSONNEL ACTIONS

Foreign Service Retirements

Brown, John H.
Houston, Patricia L.
Kirk, Diane
Million, Paul R.
O'Neill, Rosemary D.
Palmer, William R., III

Schrager, Stanley N.
Wilson, Robert D.
Wright, Mary A.
Yanci, Joseph Thomas
Zuraw, Thomas J.

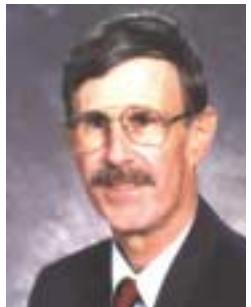
Civil Service Retirements

Bacon, Nellie J.
Beers, R. Rand
Burke, Gail Hamer
Cunningham, Charlotte M.
Downs, Joan H.

Echeverria, Eloise
Foster, Jane H.
Kowalik, Colette L.
Lent, Brigitte
Lutz, Douglas K.

Obenstine, Robert L.
Phelps, Jane G.
Poyner, Teresa Ann
Youravich, George, Jr.

OBITUARIES



Richard A. Augustus, 63, a retired Foreign Service communications officer, died Oct. 25, 2002, in Phoenix, Ariz. He joined the Foreign Service in 1969. His posts included Manila, West Berlin, Kinshasa, Frankfurt and Washington, D.C. He retired in 1989. While stationed in Manila, he established biweekly courier runs to Brunei, making the first one himself in 1984. A U.S. Army veteran, he is buried at National Memorial Cemetery of Arizona in Phoenix.



John Robert Diggins Jr., 81, a retired Foreign Service officer, died March 24 of cancer at his home in Austin, Texas. Mr. Diggins joined the Foreign Service in 1947. He served in Puerto la Cruz, Caracas, Reykjavik, Antwerp, Nice, Paris and Toronto. He served as consul general in Windsor, Santo Domingo, London and Toronto. Before retiring in 1979, he was director of the Visa Office. He served in the Navy during World War II.



Dennis "Denny" Flinn, 92, died April 6 of a heart attack in Ormond Beach, Fla. Mr. Flinn joined the Foreign Service in 1947 and was posted to Sweden, Finland, Australia, Germany, Uganda and France. He was director of security at the State Department during the McCarthy era and held a similar position with NATO in Paris. He retired in 1967. During World War II, he served as legal attaché at the U.S. Embassy in Lisbon—the first permanent FBI office in Europe.



Susan Martine Kalma, 59, nurse practitioner in Tel Aviv, died suddenly March 12. She joined the State Department in 1998 and served in the medical units in Kinshasa and the Democratic Republic of Congo (formerly Zaire). Before joining the Department, she worked in the fields of health education, clinical practice and international health care in North and Central America, Central Asia and Africa. Readers may recall her first-person account of being rescued from a fall off of a ravine in the Negev Desert in the June 2001 issue of *State Magazine*.



Terrance George "Terry" Leonhardy, 88, a retired Foreign Service officer, died March 7 of coronary artery disease at his home in Washington, D.C. Mr. Leonhardy joined the Foreign Service in 1942 and was posted to Denmark, Spain, Colombia, El Salvador and Mexico. While serving as consul general in Mexico City, he was kidnapped at gunpoint by leftist guerrillas demanding freedom for 30 comrades they claimed were being held as political prisoners by the Mexican government. He was released after they were freed and flown to Cuba. He retired a year later—in 1974—to his home in northwest Washington, D.C., where he became known as the "Mayor of 38th Street." He was married for 36 years to Lee Nelles, a fellow Foreign Service officer.



Charlotte A. Loris, 86, retired Foreign Service officer, died May 13 in Mitchelville, Md. She joined the State Department in 1950 as a member of the Civil Service before transferring to the Foreign Service. Her first post was Saigon in 1950. She later served in Japan, Libya, Zaire (Congo), Korea, Indonesia and two tours in Washington, D.C. She retired in 1975.

OBITUARIES

Robert D. Moeser, 72, a photo editor with the U.S. Information Agency, died April 30 of renal failure at Inova Fairfax Hospital in Fairfax, Va. Mr. Moeser joined the USIA in 1974 and remained there until 1980, photographing and arranging photographic coverage of foreign dignitaries. Earlier, he was a photographer for the U.S. Navy and authored a book about his service in Vietnam. He also worked for the Labor Department.

John Smith Newby, 87, a retired Civil Service employee with the U.S. Information Agency, died of cancer May 5 in Ponte Vedra Beach, Fla. He began working for the Voice of America in 1961. A structural engineer, he traveled worldwide for the VOA, inspecting facilities in Zaire (Congo), Sri Lanka, Japan, Brazil, Italy, England, the former Yugoslavia, Liberia, Egypt, Lebanon, Ghana, Romania, Spain, Israel and Greece. He retired in 1978. During World War II, he served in North Africa with the U.S. Army Air Corps and later worked as a civilian engineer for the U.S. Army in Georgia and Alabama.



Mary Anne O'Neill, 72, a retired Foreign Service secretary, died May 6 in Rosslyn, Va., when she was struck by a tour bus. She joined the Department in 1976 and was posted to Baghdad, Hong Kong, Riyadh, Bombay, Geneva, Kuwait and Rabat. She worked as a roving secretary with the Bureaus of Near Eastern and European and Eurasian Affairs from 1986 until her retirement in 1995. Before her death, she had worked part time as a rover in Ulaanbataar, Doha and Hong Kong. Her son, Geoffrey O'Neill, is a Foreign Service officer at the U.S. Embassy in Moscow.



Samuel R. Richardson, 77, a retired Foreign Service officer, died April 29 in Beaverton, Ore. He joined the Foreign Service in 1952 and was posted to India, Iran, Singapore, Jordan, Holland, Iraq, Thailand, Germany, Turkey and England. An Army veteran of World War II, he retired in 1989 after 37 years of service.



Pat Kilarny Terranova, a retired Foreign Service officer, died April 2 in Winter Park, Fla. She served in Athens, Tehran, Brussels, Bangkok, Bremen, Moscow, Ankara and Washington, D.C., before retiring in 1979.



Dora H. Wheeler, 97, the widow of Foreign Service Officer Richard S. Wheeler, died March 31 at Goodwin House, Alexandria, Va. Her husband, who died in 1972, served as deputy director of the Office of International Conferences (now the Bureau of International Organizations) from 1946 to 1958 and again from 1959 to 1963. She accompanied him to Vienna, where he served with the U.S. Mission to the International Atomic Energy Agency.

In the Event of Death

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: EmployeeServicesCenter@state.gov.

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, Retirement@state.gov.

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, <http://www.opm.gov>.

NEW JOBS ON THIS YEAR'S BID LISTS!

SUPERVISORY SLACKER, EMBASSY NOCANDO

SO I'LL JUST
TAKE CARE OF
THIS TASKER...

WOA, WOAH! HAVE YOU
GONE THROUGH ALL THE
REASONS YOU CAN'T DO
IT? REMEMBER: START
WITH "NO!"

EVEN "MAYBE"
SENDS MIXED
SIGNALS!

CONSULATE SHERWOOD FOREST: TWO JOBS
FOR MERRY MEN

HEY! DON'T YOU
MEAN
MERRY
PERSON?!!

YES YES-MEN
OF ALL SEZES!
AND WE
ADMIRE YOUR
MERRINESS!

OFFICE MELLONESS SPECIALIST, BUREAU
OF GOOD VIBRATIONS

I'M NONSUBSTANTIVE,
NONESSENTIAL AND
LOW RANKED!

HEY, THE
IMPORTANT THING
IS YOU FEEL GOOD
ABOUT YOU!

CONSULAR OFFICER, EMBASSY DISCOVIA

SURE YOUR PAPERWORK
IS IN ORDER, BUT CAN YOU
MOON WALK?

MANY OPENINGS ON EMBASSY PLUTO - WITH
TWO R+R TRIPS PER YEAR!

HEY, NOBODY
TOLD ME ONE YEAR
ON PLUTO IS 249
YEARS LONG!

GOSH, THINK OF ALL
THE ANNUAL LEAVE
WE'LL RACK UP!

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